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ABSTRACT

This report describes the preliminary results of administering the Occupational Attitude Inventory (OAI) to 7,567 airmen worldwide. Two-thirds of those sampled were first-term airmen. Results of the survey revealed numerous differences and similarities between first-termers and careerists. Differences and similarities were noted on background information items, job aspect items, job factors, and importance of job factors to career decisions. Job factors with the highest job satisfaction ratings were opportunities for social contact, job security, moral acceptability of job, leave and time-off policies, supervisory responsibilities, safety programs, and family attitude toward job. Factors receiving low satisfaction ratings were cost of living, status in civilian community, promotion chances based on ability, and quality of base housing and eating facilities. There was considerable agreement between first-terms and careerists on which factors are the most dissatisfying, differences existing in intensity of feeling rather than direction. Factors that rated high in importance to career decisions included such job aspects as work itself, promotion chances, economic security, and self-improvement opportunities. Of the twelve factors with high importance ratings only two were low in satisfaction ratings: promotion chances based on ability and cost of living. (Author/CSS)

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AIR FORCE HUMAN RESOURCES LABORATORY

COMPARATIVE ANALYSES OF ENLISTED JOB SATISFACTION AS MEASURED BY THE OCCUPATIONAL ATTITUDE INVENTORY

By

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October 1978
Final Report for Period 9 December 1974 – 30 June 1978

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This report describes the preliminary results of administering the Occupational Attitude Inventory (OAI) to 7,567 airmen worldwide. Two-thirds of those sampled were first-term airmen. Results of the survey revealed numerous differences and similarities between first-termers and careerists. Differences and similarities were noted on background information items, job aspect items, job factors, and importance of job factors to career decisions. Job factors with the highest job satisfaction ratings were opportunities for social contact, job security, moral acceptability of job, leave and time-off policies, supervisory responsibilities, safety programs, and family attitude toward job. Factors receiving low satisfaction ratings were cost of living, status in civilian community, promotion chances based on ability, and quality of base housing and eating facilities. There was considerable agreement

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between first-termers and careerists on which factors are the most dissatisfying, differences existing in intensity of feeling rather than direction. Factors that rated high in importance to career decisions included such job aspects as work itself, promotion chances, economic security, and self-improvement opportunities. Of the 12 factors with high importance ratings only two were low in satisfaction ratings: promotion chances based on ability and cost of living.

PREFACE

This research was conducted under project 7734, Occupation and Career Management; task 773405, Job Satisfaction and Productivity; work unit 77340504, Development of an Instrument for Assessing Levels of Job Satisfaction. This report completes the third phase of the stream of research for development of the Occupational Attitude Inventory (OAI). Phase I developed an experimental OAI as documented by Tuttle, Gould, and Hazel (1975). Phase II described the development and documentation of an operational OAI to be used to collect job attitude predictor and criterion data for Air Force management and research programs and is documented by Gould (1978). The third phase describes the attitudes reported in the administration of the OAI to a large sample of enlisted personnel in all Air Force specialties.

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COMPARATIVE ANALYSES OF ENLISTED JOB SATISFACTION AS MEASURED BY THE OCCUPATIONAL ATTITUDE INVENTORY

I. INTRODUCTION

Previous reports (Gould, 1976, Tuttle, Gould, & Hazel, 1975) have described the initial development of the Air Force Occupational Attitude Inventory (OAI) and its subsequent revision. The purpose of the present report is to describe the results of administering the revised OAI to 7,567 airmen worldwide. These data are made available to allow users to compare their results against the attitudes of a broad sample of Air Force personnel. In addition, future research by the Air Force Human Resources Laboratory (AFHRL) using the OAI will be compared against these initial data. A third purpose is to examine differences in attitudes of airmen at different times in their career; the eventual goal is to identify Air Force-related factors that influence reenlistment decisions.

Revised versions of the OAI are being used by various organizations such as the Leadership and Management Development Center (LMDC) at Maxwell AFB and the Army Military Personnel Center. The need for this type of instrument with accompanying means is widespread throughout the Air Force. Commanders have become aware of the possibilities for improvement of morale and productivity with the assistance of a survey instrument. Unfortunately they have had only limited Air Force data for comparison with their local findings. Although the information reported does not reveal career-ladder-specific data, it does present the results by yeargroups. This breakdown is often more useful than are the combined Air Force means. Future Air Force-wide administrations of the OAI will provide more detailed information such as career-ladder-specific results.

Although recent efforts have been directed toward on a logical reduction of the number of items in the OAI, it appears that the optimal length may have already been obtained. This fact is mentioned in a prior report (Tuttle et al., 1975) where it is pointed out that the wide diversity of Air Force jobs precludes limiting the OAI to a smaller group of items. In fact, a recent study (Pritchard & Shaw, 1978) found that the OAI had the broadest coverage of intrinsic satisfaction reward areas of 18 major job satisfaction measures. Some users, however, have found it beneficial to employ shortened versions of the OAI to investigate specific problem areas such as communication or supervision. This is a particularly useful approach in the case of LMDC, where the intervention period is necessarily short.

Previous reviews (Brayfield & Crockett, 1955; Herzberg, Mausner, Peterson, & Capwell, 1957; Porter & Steers, 1973; Vroom 1964) have pointed out a consistent and negative relationship existing between turnover and job satisfaction. The OAI will be used to establish the reliability of this relationship in the Air Force. Of particular importance is the discovery of whether or not the relationship is causal. If so, the multidimension approach used in developing the OAI may lead to the root causes of turnover in the Air Force.

II. QUESTIONNAIRE CHARACTERISTICS

The OAI has been described in detail in previous technical reports (Gould, 1976, 1978; Tuttle et al., 1975). It is divided into three sections. Section I, General Information, consists of 51 queries concerning demographic/biographical background and attitudinal information. Section II, Occupational Attitude Information, consists of 200 statements concerning aspects of the job. The attitudes of the incumbent toward these aspects are indicated on a 9-point linear scale ranging from (1) extremely dissatisfied to (9) extremely satisfied. Items 191 through 200 in this section pertain to aspects of a supervisor's work and are only completed by airmen who supervise other people as part of their job. Section III, Importance of Job Aspects to Career Decisions, contains the 35 factors of the OAI. These factors are rated on a 9-point scale, ranging from (1) not important to (9) extremely important. At the end of Section III, space is provided for the airmen to write in additional positive or negative comments concerning their service in the Air Force.

III. SAMPLE CHARACTERISTICS

In 1975 the OAI was mailed to 10,000 Air Force enlisted personnel performing in all AFSC. Two-thirds of those sampled were first-term airmen. The sample was stratified in this manner to provide a large sample of first-termers at the time of the follow-up research a few years later. Although the return rate of questionnaires of this type has often dropped to about 50%, 7,567 (75.7%) usable OAI questionnaires were completed and returned. Table 1 shows the distribution of the returns by yeargroup based on total active federal military service (TAFMS). Groups 2 through 5 (1 to 48 months service) were labeled "first-termers"; the N for first-termers was 5,005 or 66.1% of the sample. Groups 6 and 7 (more than 48 months service) were labeled "careerists"; the N for careerists was 2,478 or 33.7% of the sample. Table 2 shows the distribution of the returns by sex, marital status, and education level. The sample was predominantly male; only 9.5% of first-termers and 1.8% of the careerists were female. More than half of the first-termers were single, while 85.3% of the careerists were married. The education levels showed slight differences between first-termers and careerists. Of the total sample, 94.9% had a high school education or higher. Only 3.3% of the total sample had a 4-year college degree or higher.

Table 1. **Distribution of Returns by Yeargroup**

Yeargroup	N	Sample %[b]
1 Total Sample	7,567[a]	
2 1–12 Months	702	9.3
3 13–24 Months	1,585	20.9
4 25–36 Months	1,519	20.1
5 37–48 Months	1,199	15.8
6 49–96 Months	880	11.6
7 More than 96 Months	1,598	21.1

[a]The total sample N does not equal the sum of the subgroup Ns due to respondents' errors in completing the questionnaires.

[b]The total sample percent does not add to 100% due to rounding error.

Table 2. **Distribution of Returns by Sex, Marital Status, and Education Level[a]**

Background Characteristic	First Termer		Careerist		Total Sample	
	N	%	N	%	N	%
Sex						
Male	4,350	90.5	2,433	98.2	7,040	93.0
Female	475	9.5	45	1.8	527	7.0
Marital Status						
Single	2,519	51.2	208	8.4	2,767	36.6
Married	2,229	45.3	2,112	85.3	4,452	59.0
Widowed	4	0.1	6	0.2	10	0.1
Separated/Divorced	169	3.4	151	6.1	322	4.3
Education Level						
Did Not Finish High School	239	4.8	143	5.8	387	5.1
High School	2,770	55.6	1,208	49.0	4,036	53.6
Some College	1,805	36.2	1,045	42.4	2,868	38.1
4-Year College Degree	103	2.0	44	1.8	147	2.0
Some Graduate Training	68	1.4	27	1.1	96	1.3

[a]The total sample N does not equal the sum of the subgroup Ns due to respondents' errors in completing the questionnaires.

[b]The percentages do not always add to 100% due to rounding error.

In response to the question "If you could immediately cross-train to another AFSC, would you cross-train?" 55.3% of the first-termers and 64.4% of the careerist replied "yes." Table 3 contains the responses to the question "If separated from the Air Force today, could you obtain a civilian job which has equal or better pay and is at least as desirable as your current job;" Of the total sample, 73.9% replied "uncertain, probably yes" or "yes." While 44.3% of the first-termers replied "yes," only 33.1% of the careerists replied "yes." The computed chi-square for these responses was significant at the .001 level. When asked if they plan to reenlist, 58.6% of the first-termers said they probably will not or definitely will not reenlist at the end of their current enlistment; only 14.4% of the careerists responded in either of these two categories.

Table 3. **Distribution of Responses to Civilian/Military Pay Comparison**

Response Category	First Termer		Careerist		Total Sample	
	N	%	N	%	N	%
No	405	8.1	319	12.9	725	9.6
Uncertain, Probably No	722	14.5	505	20.4	1,239	16.4
Uncertain, Probably Yes	1,651	33.1	831	33.6	2,511	33.3
Yes	2,206	44.3	818	33.1	3,065	40.6

Table 4 shows the distribution of responses to attitudinal questions about the jobs airmen are currently performing. Only 55.6% of the first-termers found their job to be fairly interesting to extremely interesting, but 70.9% of the careerists rated their jobs in the same categories. Several explanations might be offered for this result: (a) a larger percentage of those who do not find their jobs interesting get out of the Air Force, (b) jobs become more interesting as the number of years in service increases, (c) the process of cognitive dissonance occurs after an airman decides to reenlist, causing careerists to perceive their jobs as interesting, or (d) airmen get a broader perspective of the types of jobs available and revise the placement of their job on their internal interest scales. Of the first-termers, 64.5% reported that their jobs utilize their talents and training fairly well or better, while 78.2% of the careerists said the same. In response to the question "In general, how satisfied are you with your present job?" 41.6% of the first-termers and 31.0% of the careerists said they were slightly to extremely dissatisfied. This question is job specific and does not reveal how satisfied they are with the Air Force itself. The computed chi-square for all three of these items was significant at the .001 level.

Several questions were asked concerning parents' and spouse's or fiance(e)'s attitudes toward the military as shown in Table 5. The strong influence of spouses and fiance(e)s is indicated by the response of 72.2% of the first-termers and 81.1% of the careerists that spouses and fiance(e)s had considerable to extremely important influence on their career decisions. Only 57.7% of the first termers' spouses and fiance(e)'s were perceived as pleased or extremely pleased with a military career. However 84.9% of the careerists' spouses or fiance(e)s were perceived as pleased or extremely pleased with a military career. Parents' attitudes were not reported to be very important in deciding on a military career. Only 24.8% and 16.7% of the first-termers and careerists, respectively, rated their parents' attitudes as considerably important or extremely important in making career decisions. However, 82.3% and 86.7% of the first termers and careerists, respectively, perceive their parents' attitude toward a military career as pleased or extremely pleased.

The airmen also indicated their family's attitude toward five facets of Air Force benefits as shown in Table 6. In general, the responses of the first termers agreed with those of the careerists. The careerists expressed significantly ($p<.001$) more family dissatisfaction than the first termers on two of the aspects: medical care, and commissary and BX. The first termers expressed significantly more ($p<.001$) family dissatisfaction with recreational facilities. There were no significant differences between family attitudes of first termers and careerists on the other two aspects of benefits. Overall the perceived satisfaction was high; from 69.2% to 73.2% of the total sample reported that their families were pleased or extremely pleased with these aspects.

Table 4. **Distribution of Responses to Job Attitude Questions**

Job Attribute	First Termer N	First Termer %	Careerist N	Careerist %	Total Sample N	Total Sample %
I Find My Job:						
Extremely Dull	539	10.8	130	5.3	679	9.0
Very Dull	291	5.8	73	2.9	371	4.9
Fairly Dull	346	6.9	120	4.8	474	6.3
So-So	1,039	20.8	397	16.1	1,460	19.4
Fairly Interesting	1,430	28.7	712	28.8	2,163	28.7
Very Interesting	1,031	20.7	702	28.4	1,743	23.1
Extremely Interesting	311	6.2	338	13.7	652	8.6
My Job Utilizes My Talents and Training:						
Not at All	490	9.8	118	4.8	617	8.2
Very Little	1,283	25.7	420	17.0	1,729	22.9
Fairly Well	1,326	26.6	570	23.0	1,917	25.4
Quite Well	731	14.7	346	14.0	1,086	14.4
Very Well	778	15.6	568	23.0	1,355	18.0
Excellently	239	4.8	295	11.9	538	7.1
Perfectly	138	2.8	157	6.3	298	3.9
In General, How Satisfied Are You with Your Present Job?						
Extremely Dissatisfied	584	11.7	179	7.2	773	10.2
Very Dissatisfied	443	8.9	163	6.6	620	8.2
Moderately Dissatisfied	533	10.7	218	8.8	764	10.1
Slightly Dissatisfied	516	10.3	209	8.4	734	9.7
Slightly Satisfied	510	10.2	224	9.0	746	9.9
Moderately Satisfied	1,196	23.9	591	23.9	1,797	23.8
Very Satisfied	924	18.5	637	25.7	1,575	20.9
Extremely Satisfied	282	5.7	255	10.3	538	7.1

Table 5. **Distribution of Responses to Questions About Parents' and Spouse's or Fiance(e)'s Attitudes Toward the Military**

Item	First Termers N	First Termers %	Careerists N	Careerists %
How important an influence is your spouse's or fiance(e)'s attitude in affecting your decision concerning a military career?				
Slightly–Not Important	950	27.8	412	18.9
Considerably–Extremely Important	2,470	72.2	1,969	81.1
Which of the following best describes your spouse's or fiance(e)'s attitudes toward a military career for you?				
Extremely Displeased–Displeased	1,319	42.3	323	15.1
Extremely Pleased–Pleased	1,800	57.7	1,817	84.9
How important an influence are your parents' attitudes in affecting your decision concerning a military career?				
Slightly–Not Important	3,417	75.2	1,703	83.3
Considerably–Extremely Important	1,128	24.8	341	16.7
Which of the following best describes your parents' attitudes toward a military career for you?				
Extremely Displeased–Displeased	736	17.7	256	13.3
Extremely Pleased–Pleased	3,433	82.3	1,675	86.7

Table 6. **Distribution of Responses to Questions About Family's Attitude Toward Selected Air Force Benefits**

Benefit	First Termer N	First Termer %	Careerist N	Careerist %	Total Sample N	Total Sample %
Family's Attitude Toward:						
Service Member and Dependent Medical Care						
Displeased–Extremely Displeased	903	23.2	753	33.1	1,668	26.8
Pleased–Extremely Pleased	2,991	76.8	1,519	66.9	4,564	73.2
Pay and Allowances						
Displeased–Extremely Displeased	1,165	29.0	654	28.6	1,841	28.9
Pleased–Extremely Pleased	2,851	71.0	1,631	71.4	4,531	71.1
Commissary and BX						
Displeased–Extremely Displeased	1,047	30.0	834	36.6	1,901	30.4
Pleased–Extremely Pleased	2,441	70.0	1,446	63.4	4,357	69.6
Recreational Facilities						
Displeased–Extremely Displeased	1,158	31.2	519	24.3	1,698	28.7
Pleased–Extremely Pleased	2,549	68.8	1,615	75.7	4,212	71.3
Base Support Organizations						
Displeased–Extremely Displeased	1,089	31.8	583	29.0	1,694	30.8
Pleased–Extremely Pleased	2,336	68.2	1,428	71.0	3,804	69.2

IV. ITEM CHARACTERISTICS

Factor analysis of the 200 items in the OAI resulted in 35 factors. The development of these factors will be discussed in Section V. The means and standard deviations of the item responses are contained in Appendix A. The 15 items with the highest job satisfaction rating means were contained in 10 of the factors (Table 7). These mean ratings ranged from 6.31 to 6.88 on the 9-point scale. The item with the highest satisfaction rating, 6.88, was No. 198, "the chance to have other people come to you for information and advice"; this item is contained in the Supervision factor. Items No. 61 and 65, "the friendliness of your co-workers" and "the protection provided by the Air Force Life Insurance program," had mean ratings of 6.73 and 6.71, respectively; these items were contained in the Opportunities for Social Contact factor. Item No. 8, "the attention given to safety in your work area," and item No. 40, "the educational opportunities provided by the surrounding community," had mean ratings of 6.68 and 6.42, respectively; they are included in the Unit Safety Program factor. Item No. 158, "the opportunity provided by the Air Force for self-improvement education," had a mean rating of 6.60; this item is included in the Personal Growth and Development factor. Items 18 and 22, "the chance to know for yourself when you do

Table 7. **High Satisfaction Items for Total Enlisted Sample**

	Item	Mean
198.	The Chance to Have Other People Come to You for Information and Advice	6.88
61.	The Friendliness of Your Co-Workers	6.73
65.	The Protection Provided by the Air Force Life Insurance Program	6.71
8.	The Attention Given to Safety in Your Work Area	6.68
158.	The Opportunity Provided by the Air Force for Self-Improvement Education	6.60
22.	The Chance to be Responsible for Your Own Work	6.55
110.	The Amount of Leave Time You are Allowed	6.47
68.	Your Physical Safety on the Job	6.47
25.	Your Personal Relationship with Your Supervisor	6.43
40.	The Educational Opportunities Provided by the Surrounding Community	6.42
157.	The Technical Competence of Your Supervisor	6.38
20.	The Opportunity to Meet New People	6.37
87.	The Cleanliness of Your Work Environment	6.34
76.	Adequacy of Lighting in the Immediate Work Area	6.33
18.	The Chance to Know for Yourself When You Do a Good Job	6.32
116.	The Importance of Your Job Performance to the Welfare of Others	6.31

a good job" and "the chance to be responsible for your own work," had mean ratings of 6.32 and 6.55; they are included in the Independence in Work Procedures factor. Item No. 110, "the amount of leave time you are allowed," received a mean rating of 6.47; it is contained in factor 33, Leave and Time-Off Policies. Three of the high satisfaction items, Nos. 68, 87, and 76, are contained in factor 16, Job Hazards. Item No. 25, "your personal relationship with your supervisor," and item No. 157, "the technical competence of your supervisor," received mean ratings of 6.43 and 6.38, respectively; these items are contained in the Managerial and Technical Competence of Supervisors factor. Item 20, "the opportunity to meet new people," had a mean rating of 6.37; it is contained in the Close Association with People factor. Item 116, "the importance of your job performance to the welfare of others," received a mean rating of 6.31; this item is contained in the Work Itself factor.

The items with the lowest overall mean job satisfaction ratings are presented in Table 8. These ratings are the means for all airmen responding to the OAI, first termers and careerists. There were 27 items that received mean ratings below 5.0. Of these items, there were four that more than 50% of the airmen rated in the extremely dissatisfied to slightly dissatisfied category; these were Nos. 34, 60, 1, and 182. Appendix B contains the responses of airmen to the items presented as percentage of airmen in a yeargroup rating the items in a category. The item that ranked the lowest in satisfaction was No. 34, "the opportunity for promotions in your career field," with a mean of 4.24; while 52.7% of the airmen were slightly to extremely dissatisfied on this item, only 30.4% were slightly to extremely satisfied. Item No. 60, "the cost of living in the area in which you are assigned," was the next lowest item with a mean of 4.28; while 51.9% of the airmen were slightly to extremely dissatisfied with this item, only 29.4% were slightly to extremely satisfied. Item No. 1, "the Air Force's efforts to remove irritants and sources of dissatisfaction," was the third lowest item, with a mean of 4.31; while 51.1% of the airmen were slightly to extremely dissatisfied with this area, only 31.3% of the airmen were slightly to extremely satisfied with this area. Item No. 182, "the extent to which your military pay covers your living expenses," was the ninth lowest item with a mean of 4.61; while 51.2% of the airmen were slightly to extremely dissatisfied with this item, over 38.0% were slightly to extremely satisfied.

Two other items stand out when the means are examined by yeargroup. Although item No. 52, "your pay compared to what you could make on the outside," had 45.4% of the airmen responding slightly to extremely dissatisfied, the proportion of airmen responding in this category varied as a function of years in service. For first termers, the mean ratings range from 50.1% to 51.5% in the slightly to extremely dissatisfied category. Only 39.9% of those with 5 to 8 years service, and 30.8% of those with more than 8

Table 8. **Low Satisfaction Items for Total Enlisted Sample**

	Item	Mean
34.	The opportunity for promotions in your career field	4.24
60.	The cost of living in the area to which you are assigned	4.28
1.	The Air Force's efforts to remove irritants and sources of dissatisfaction	4.31
176.	The cost of TDY versus the payment received	4.49
134.	The on-base housing	4.50
96.	The chance to be promoted on the basis of ability	4.51
30.	The amount of "red-tape" connected with your work	4.56
133.	The chance to receive community recognition for your work	4.61
182.	The extent to which your military pay covers your living expenses	4.61
173.	The consideration given you as a person by the Air Force	4.64
185.	On-base and off-base transportation facilities	4.66
108.	The status given a military member by the civilian community	4.66
52.	Your pay compared to what you could make on the outside	4.68
151.	Travel (TDY) opportunities for personnel in your specialty	4.72
83.	The frequency of reassignment for airmen in your specialty	4.75
27.	The demand for your job-obtained skills in the civilian job market	4.78
9.	The respect that results from your rank and job	4.78
58.	The number of times your work schedule has interfered with personal plans	4.81
59.	Your unit's policy for assigning additional duties	4.83
103.	The distance to your home of record	4.83
188.	The quality of food and availability of eating facilities at your base or location	4.84
93.	The frequency of overseas or remote assignments for your specialty	4.86
16.	The attitudes of civilians around your base toward the Air Force	4.87
183.	The living and working conditions faced on TDY	4.90
70.	The status you have in the civilian community because of your job	4.90
21.	The noise level of your work environment	4.93
100.	The chance to utilize your civilian education and training	4.96

years service responded in these categories. Several explanations might be posited concerning this trend. Those airmen who perceive better pay on the outside may be leaving service for that reason. Another explanation might be that pay increases improve enough throughout a career to equalize Air Force pay with comparable civilian salaries. A third possibility is that airmen believe that due to their age, they might not be able to secure jobs at as high a grade level if they got out of the Air Force.

Items No. 192 through 200 pertained only to airmen who were supervisors. Approximately 2,100 of the respondents fell into this category, the majority being career airmen. The overall means for these items ranged from 5.40 to 6.88, reflecting high satisfaction of the supervisors with these aspects of their jobs. Thus, from the supervisors' point of view, the Air Force has structured their roles appropriately in areas such as number of people supervised, amount of associated paperwork, respect given, and so forth.

V. ANALYSIS OF FACTORS

The development of the 35 factors in the OAI is described by Gould (1976) and Tuttle et al. (1975). The original 348 items were administered to a sample of 3,000 airmen, mostly first termers. A principal components analysis with Varimax rotation of the responses to the items resulted in the final 35 factors. To further reduce the number of items, Gould and Christal (1976) developed an item selection computer algorithm which employed multiple linear regression techniques to select items based on the amount of

unique reliable variance that each contributed. This algorithm is titled VARSEL, Variable Selection for Multiple Purpose Prediction systems in the Absence of External Criteria. The final 200 items were refactored and found to retain the original factor structure.

After administration of the OAI to the 7,567 airmen, factor scores were computed. The means of each item loading on a factor was assigned equal weight in determining the factor scores. The factors and their means are presented in Table 9. The means for the factors ranged from 4.46 to 6.41. For the sake of discussion, the factors with means below 5.0 will be considered low satisfaction factors, the factors with means from 5.0 to 5.9 will be considered medium satisfaction factors, and the means from 6.0 and up will be considered high satisfaction factors.

Table 9. **Factor Means for the Total Sample**

Factor	Mean
1. Additional Duties	5.01
2. Cost of Living	4.46
3. Availability and Condition of Tools, Supplies, and Equipment	5.43
4. Availability of Information on Policies and Procedures	5.44
5. Benefits Provided by Base Facilities	5.17
6. Chance to Benefit Others	5.99
7. Non-Supervisory Direction	5.49
8. Assignment Location	5.30
9. Characteristics of Work Space	5.92
10. Close Association with People	5.77
11. Co-Worker Characteristics	5.68
12. Economic Security	5.24
13. Family Attitude Toward Job	6.07
14. Independence in Work Procedures	5.95
15. Job Associated Training	5.68
16. Job Hazards	5.92
17. Job Security	6.29
18. Moral Acceptability of Job	6.17
19. Opportunities for Self-Improvement	5.90
20. Opportunities for Social Contact	6.41
21. Physical Activity	5.54
22. Promotion Chances Based on Ability	4.77
23. Quality of Base Housing and Eating Facilities	4.83
24. Required Verbal and Written Coordination	5.52
25. Safety Programs and GMT Within Your Unit	6.10
26. Status in Civilian Community	4.76
27. Supervisors' Competence	5.91
28. Supervisory Responsibilities	6.15
29. TDY Costs and Conditions	5.01
30. Temperature of Work Environment	5.24
31. Travel	5.04
32. Transferability of Air Force Job Obtained Skills	5.27
33. Leave and Time-Off Policies	6.15
34. Work Itself	5.64
35. Work Schedule	5.65

The high and low satisfaction factors are presented in Table 10. Factor 20, Opportunities for Social Contact, had the highest mean rating of all the factors, 6.41; whereas 65.8% of the sample had high

Table 10. **High Satisfaction Factors**

Factor	Mean
20. Opportunities for Social Contact	6.41
17. Job Security	6.29
18. Moral Acceptability of Job	6.17
33. Leave and Time Off Policies	6.15
28. Supervisory Responsibilities	6.15
25. Safety Programs and GMT Within Your Unit	6.10
13. Family Attitude Toward Job	6.07

satisfaction on this factor, only 10.8% had low satisfaction. Factor 17, Job Security, had a mean rating of 6.29; while 62.4% of the airmen had high satisfaction on this factor, only 13.0% had low satisfaction. Factor 18, Moral Acceptability of Job, had a mean rating of 6.17; in the total sample, 56.5% of the airmen reported high satisfaction on this factor, and only 10.9% reported low satisfaction. Factor 33, Leave and Time-Off Policies, had a mean rating of 6.15; while 62.0% of the airmen had a high satisfaction rating for this factor, only 17.4% had a low satisfaction rating. Factor 28, Supervisory Responsibilities, had a mean rating of 6.15; for this factor, 61.4% had a high satisfaction rating while only 14.7% had a low rating. Factor 25, Safety Programs and GMT Within Your Unit, had a mean rating of 6.10; for this factor, 59.5% reported high satisfaction and 15.2% reported low satisfaction. The last factor to be considered as a high satisfaction factor is No. 13, Family Attitude Toward Job, which had a mean rating of 6.07; while 53.1% of the airmen were slightly to extremely satisfied on this factor, only 12.0% of the airmen were slightly to extremely dissatisfied.

Only four factors had mean satisfaction ratings below 5.0 (Table 11). Factor 2, Cost of Living, had a mean rating of 4.46, which was the lowest mean rating that any of the factors received; only 30.6% gave this factor a high satisfaction rating, while 46.9% gave it a low rating. Factor 22, Promotion Chances Based on Ability, had a mean rating of 4.76; only 38.2% rated this item high, while 41.5% rated this factor low. Factor 26, Status in Civilian Community, received a mean rating of 4.76; only 30.7% gave this factor a high rating, while 36.1% gave it a low rating. Factor 23, Quality of Base Housing and Eating Facilities, received a rating of 4.83; only 38.2% gave this factor a high rating, and 40.6% gave it a low rating.

Table 11. **Low Satisfaction Factors**

Factor	Mean
2. Cost of Living	4.46
22. Promotion Chances Based on Ability	4.76
26. Status in Civilian Community	4.76
23. Quality of Base Housing and Eating Facilities	4.83

Both pay and promotion opportunities have received low satisfaction ratings as items and as factors. Factors more related to the work itself have received higher ratings. At first glance, this might seem to be an acceptable situation; however, research by Hallriegel and White (1973) suggests that this situation only looks good on the surface. They found that factors related to work had an effect on the level of commitment but that pay and promotion opportunities are the determinants of which job is chosen next. The literature is not unanimous on this point, however. For instance, Kraut (1975) reported that work itself was the only significant attitudinal factor determining whether an employee intended to remain with an organization. He notes that intent to stay does not relate to pay. Future analyses with the OAI will determine if this relationship exists in the Air Force.

It is interesting to look at the differences between first termers and career airmen in rating their job satisfaction. Table 12 shows the factor means derived for these two groups, it can be seen that overall, the

Table 12. **Comparison of First Termers' and Careerists' Factor Ratings**

	First Termer			Careerist	
	Factor	Mean		Factor	Mean
High Satisfaction	20	6.24		17	6.94
				20	6.76
				33	6.63
				18	6.62
				25	6.47
	17	5.97		13	6.47
	18	5.96		5	6.46
	33	5.93	High	14	6.40
	25	5.92	Satisfaction	28	6.35
	9	5.88		19	6.33
	13	5.88		16	6.33
	27	5.77		27	6.20
	6	5.76		10	6.18
	16	5.74		34	6.13
	14	5.73		11	6.02
	28	5.71		15	6.01
	19	5.64		9	6.00
Medium Satisfaction	10	5.57			
	11	5.52			
	15	5.52			
	35	5.47		35	5.99
	34	5.41		7	5.94
	24	5.39		21	5.94
	21	5.35		4	5.85
	3	5.30		24	5.80
	7	5.27		3	5.70
	4	5.24	Medium	30	5.67
	32	5.10	Satisfaction	8	5.67
	8	5.10		32	5.58
	12	5.07		12	5.58
	5	5.06		5	5.41
	29	5.03		1	5.30
	30	5.03		31	5.30
				23	5.23
				26	5.22
	1	4.86			
	31	4.85			
Low Satisfaction	22	4.68	Low Satisfaction	29	4.98
	23	4.63		22	4.97
	26	4.53		2	4.66
	2	4.37			

first-termer ratings were lower for all factors except No. 29. The career airmen rated 17 factors 6.00 or higher, while the first termers only rated one factor this high, No. 20, Opportunities for Social Contact. The three factors that received ratings below 5.00 for career airmen relate to cost of living, promotion chances based on ability, and TDY cost and conditions. The six factors rated this low by first termers related to cost of living, status in civilian community, quality of base housing and eating facilities, promotion chances based on ability, travel, and additional duties. These six factors are among the seven factors that had the lowest mean ratings for careerists. Thus, there is considerable agreement between the two groups on which areas are the most dissatisfying, the difference being in the intensity of dissatisfaction.

VI. ANALYSIS OF IMPORTANCE ITEMS

In Section III of the OAI, the airmen were asked the importance of job aspects to their career decisions. The 35 factors are contained in this section and the airmen indicate the influence which each job aspect will probably have on their career decision. The factors are rated on a 9-point scale, ranging from (1) not important to (9) extremely important. As shown in Table 13, 12 factors were ranked high in importance to career decisions. The three highest importance ratings were given to factor 34, Work Itself; factor 22, Promotion Chances Based on Ability; and factor 12, Economic Security. Work Itself was rated in the medium job satisfaction range by most airmen. Promotion Chances Based on Ability received one of the lowest overall job satisfaction ratings. Economic Security was in the middle satisfaction range and was the

Table 13. **Importance of Job Aspects**

	Factor	Mean
	34. Work Itself	6.97
	22. Promotion Chances Based on Ability	6.90
	12. Economic Security	6.81
	19. Opportunities for Self-Improvement	6.44
High	32. Transferability of Skills	6.36
Importance	17. Job Security	6.36
	35. Work Schedule	6.35
	5. Benefits Provided by Base Facilities	6.31
	33. Leave and Time Off Policies	6.25
	8. Characteristics of the Assignment Location	6.24
	2. Cost of Living	6.10
	27. Supervisor's Competence	6.02
	23. Quality of Base Housing and Eating Facilities	5.87
	31. Travel	5.84
	13. Family Attitude Toward Job	5.82
	28. Supervisory Responsibilities	5.78
	18. Moral Acceptability of Job	5.67
Medium	14. Independence in Work Procedures	5.64
Importance	11. Co-worker Characteristics	5.59
	29. TDY Costs and Conditions	5.53
	20. Opportunities for Social Contact	5.40
	15. Job Associated Training	5.28
	6. Chance to Benefit Others	5.26
	21. Physical Activity	5.16
	16. Job Hazards	5.12
	10. Close Association with People	5.03
	30. Temperature of Work Environment	4.95
	1. Additional Duties	4.91
	4. Availability of Information on Policies	4.84
Low	26. Status in Civilian Community	4.7[illegible]
Importance	3. Availability and Condition of Tools	4.74
	9. Characteristics of Work Space	4.73
	24. Required Verbal and Written Coordination	4.66
	25. Safety Programs and GMT Within Your Unit	4.56
	7. Chance to Control or Direct Others	4.25

26 in factor from the top in job satisfaction. Of the 12 high importance factors, eight were rated in the middle range of job satisfaction by most airmen. Two of the factors, Job Security and Leave and Time-Off Policies, received both high importance and high job satisfaction ratings. However, two factors, Promotion Chances Based on Ability and Cost of Living, received high importance to career decision ratings and low job satisfaction ratings. Findings such as these provide indicants of areas in which the Air Force should place more emphasis. Factor 23, Quality of Base Housing and Eating Facilities, and factor 26, Status in Civilian Community Resulting from Military Job, were the other two factors which received low job satisfaction ratings. These factors received importance ratings in the medium and low range, respectively. The comparison of job satisfaction ratings to importance ratings may provide insights that each alone does not reveal. Overall the high importance factors received satisfaction ratings in the medium range. This suggests that the Air Force is successful in satisfying most needs related to these job aspects. The exceptions, Promotion Chances and Cost of Living, appear to warrant more attention.

VII. SUMMARY

The OAI was administered to 10,000 airmen worldwide with a response rate of 75.7%. The means of responses by years of service are included in Appendix A. Attitudinal information revealed a number of surprising and often not-so-surprising results. A larger percentage of careerists than first termers find their jobs interesting and their talents and training utilized. A larger percentage of careerists are satisfied with their jobs. The influence of spouses and fiance(e)s on career decisions is reported as being quite strong; however, only 57.7% of first termers as opposed to 84.9% of the careerists report that their spouses and fiance(e)s are pleased with a military career. Items that were rated high in satisfaction by the total sample included such job aspects as having others come to you for advice, friendliness of co-workers, safety, education opportunities, responsibility, internal feedback on work, leave policies, and supervisors. Looking at the factors that received high satisfaction responses, one finds Social Contact, Job Security, Moral Acceptability of Job, Leave Policies, Supervisory Responsibilities, Safety, and Family Attitude Toward the Job. Items that received low ratings included such job aspects as opportunities for promotion, Air Force efforts to remove irritants, cost of living, extent military pay covers living expenses, cost of TDY, on-base housing, and promotion based on ability. These findings agree with the factor ratings in which four factors received low satisfaction ratings by the total sample: Cost of Living, Promotion Chances Based on Ability, Status in Civilian Community, and Quality of Base Housing and Eating Facilities. There is considerable agreement between first termers and careerists on which factors are the most dissatisfying; differences exist in intensity of feeling rather than direction.

Factors that rated high in importance to career decisions included such job aspects as Work Itself, Promotion Chances, Economic Security, and Self-Improvement Opportunities. Of the 12 factors with high importance ratings only two were low in satisfaction ratings: Promotion Chances Based on Ability and Cost of Living. This approach to finding discrepancies between what the airmen perceive as important and what the Air Force perceives as important may provide direction to attempts to improve retention and productivity. Future research should focus on methods to diminish this perceived difference.

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APPENDIX A: MEANS AND STANDARD DEVIATIONS OF ITEM RESPONSES

The satisfaction items are listed with the associated Ns, means, and standard deviations. This information is provided for the total sample and for six subgroups based on total active federal military service.

Item 1, Air Force Efforts to Remove Irritants

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7429	681	1560	1504	1176	868	1562
Mean	4.31	4.46	4.17	3.94	3.98	4.49	4.88
Std. Dev.	2.16	2.15	2.14	2.11	2.16	2.22	2.08

Item 2, Geographical Area of Assignment

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7448	694	1561	1502	1173	865	1571
Mean	5.47	4.94	5.10	5.44	5.37	5.65	6.14
Std. Dev.	2.74	2.75	2.77	2.66	2.65	2.75	2.70

Item 3, Moral Standards of Co-workers

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7434	690	1554	1505	1175	865	1564
Mean	5.64	5.83	5.51	5.32	5.34	5.51	6.28
Std. Dev.	2.16	2.14	2.19	2.14	2.14	2.21	1.99

Item 4, Contribution of Your Work to National Defense

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7399	681	1557	1492	1165	863	1558
Mean	5.95	6.09	5.86	5.66	5.53	5.90	6.57
Std. Dev.	2.20	2.19	2.19	2.20	2.23	2.22	2.04

Item 5, Opportunity to Choose Close Associates on Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7420	687	1557	1491	1175	859	1568
Mean	5.38	5.30	5.28	5.13	5.16	5.45	5.89
Std. Dev.	2.17	2.18	2.17	2.20	2.15	2.20	2.03

Item 6, Personal Conveniences Provided in Work Area

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7412	690	1554	1490	1174	864	1558
Mean	5.16	5.04	5.12	5.09	4.95	4.98	5.57
Std. Dev.	2.28	2.28	2.30	2.28	2.24	2.30	2.21

Item 7, Amount of Social Contact Required on Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7433	684	1562	1497	1177	865	1565
Mean	5.90	5.94	5.80	5.67	5.72	5.93	6.34
Std. Dev.	1.94	2.00	2.03	1.94	1.92	1.96	1.73

Item 8, Attention Given to Safety in Work Area

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7424	685	1561	1493	1175	863	1563
Mean	6.68	6.69	6.62	6.59	6.35	6.64	7.08
Std. Dev.	1.92	2.04	1.96	1.89	1.96	1.93	1.73

Item 9, Respect That Results from Your Rank and Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7419	686	1560	1489	1177	864	1561
Mean	4.78	4.76	4.55	4.56	4.51	4.66	5.48
Std. Dev.	2.44	2.42	2.40	2.36	2.30	2.46	2.52

Item 10, Extent Which Supervisor Brings Out Best in Men

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7421	687	1560	1496	1176	857	1562
Mean	5.49	5.86	5.55	5.25	5.21	5.27	5.83
Std. Dev.	2.46	2.36	2.44	2.51	2.47	2.53	2.34

Item 11, Supervisors Knowledge of How Your Job is Done

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7419	686	1557	1495	1172	861	1566
Mean	6.23	6.64	6.34	6.15	5.98	6.08	6.30
Std. Dev.	2.34	2.23	2.29	2.33	2.37	2.42	2.32

Item 12, Need for Frequent Retraining Within Specialty

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7420	688	1559	1492	1181	860	1558
Mean	5.42	5.52	5.42	5.30	5.13	5.39	5.72
Std. Dev.	1.86	1.80	1.87	1.77	1.87	1.92	1.86

Item 13, Chance to Vary Work Schedule to Conduct Personal

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7427	682	1557	1497	1177	867	1565
Mean	6.13	6.10	6.01	6.04	5.74	6.28	6.38
Std. Dev.	2.50	2.51	2.61	2.57	2.56	2.41	2.22

Item 14, Chance to Complete Work That You Start

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7404	684	1554	1489	1170	865	1559
Mean	6.28	6.32	6.14	6.10	5.98	6.29	6.81
Std. Dev.	2.07	2.03	2.06	2.08	2.08	2.10	1.98

Item 15, Adequacy of Information on Promotion System

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7404	687	1555	1487	1170	860	1563
Mean	5.72	5.51	5.21	5.41	5.61	6.13	6.46
Std. Dev.	2.22	2.08	2.16	2.16	2.12	2.20	2.23

Item 16, Attitudes of Community Toward Air Force

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7418	689	1557	1487	1176	865	1562
Mean	4.87	4.90	4.57	4.47	4.56	4.92	5.73
Std. Dev.	2.35	2.34	2.39	2.32	2.27	2.30	2.19

Item 17, Opportunity to Make & Implement New Suggestions

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7412	684	1562	1489	1174	861	1560
Mean	5.70	5.68	5.49	5.44	5.36	5.80	6.39
Std. Dev.	2.1[illegible]	2.18	2.23	2.13	2.17	2.16	2.03

Item 18, Chance to Know When Doing a Good Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7426	685	1560	1497	1173	865	1564
Mean	6.32	6.27	6.20	6.11	5.89	6.32	7.01
Std. Dev.	2.17	2.19	2.16	2.20	2.25	2.18	1.87

Item 19, Efficiency of Work Time Allocation

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7397	682	1547	1493	1171	861	1561
Mean	5.80	5.90	5.66	5.51	5.52	5.84	6.38
Std. Dev.	2.13	2.12	2.14	2.17	2.09	2.14	2.01

Item 20, Opportunity to Meet New People

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7409	687	1553	1490	1174	863	1560
Mean	6.37	6.47	6.15	6.10	6.14	6.44	6.98
Std. Dev.	2.08	2.13	2.21	2.12	2.06	1.99	1.77

Item 21, Noise Level of Work Environment

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7403	682	1559	1493	1163	862	1563
Mean	4.93	5.25	4.81	4.68	4.72	4.94	5.32
Std. Dev.	2.53	2.50	2.50	2.51	2.47	2.54	2.56

Item 22, Chance to Be Responsible for Your Own Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7308	675	1532	1467	1158	848	1547
Mean	6.55	6.57	6.38	6.29	6.32	6.54	7.15
Std. Dev.	2.07	2.02	2.04	2.08	2.06	2.11	1.96

Item 23, Chance to Improve the Welfare of Others

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7432	685	1561	1496	1170	867	1570
Mean	5.61	5.65	5.35	5.30	5.41	5.69	6.28
Std. Dev.	1.83	1.81	1.80	1.77	1.81	1.82	1.73

Item 24, Your Training in How to Get Technical Info

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7382	681	1550	1487	1166	860	1557
Mean	6.03	5.98	5.87	5.78	5.73	6.05	6.67
Std. Dev.	1.95	2.01	1.92	1.89	1.94	1.99	1.83

Item 25, Personal Relationship With Your Supervisor

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7354	680	1544	1478	1164	851	1557
Mean	6.43	6.53	6.41	6.21	6.15	6.28	6.94
Std. Dev.	2.18	2.15	2.15	2.26	2.21	2.21	2.00

Item 26, Priority Given to Your Requests for Supplies

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7391	684	1552	1489	1169	859	1556
Mean	5.10	5.23	4.98	4.92	4.85	5.09	5.55
Std. Dev.	2.27	2.19	2.25	2.28	2.24	2.24	2.30

Item 27, Demand for Your Job Skills in Civilian Job Market

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7391	679	1552	1498	1166	858	1557
Mean	4.78	4.99	4.80	4.54	4.52	4.89	5.02
Std. Dev.	2.60	2.55	2.59	2.62	2.62	2.60	2.56

Item 28, Regularity of Your Work Schedule

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7393	686	1548	1485	1169	863	1559
Mean	5.77	5.98	5.64	5.54	5.33	5.82	6.33
Std. Dev.	2.42	2.38	2.42	2.46	2.46	2.36	2.31

Item 29, Pace of Your Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7371	683	1545	1483	1166	858	1555
Mean	5.84	6.01	5.74	5.60	5.55	5.83	6.31
Std. Dev.	2.20	2.20	2.20	2.24	2.21	2.16	2.10

Item 30, Amount of Red Tape Connected With Your Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7398	686	1551	1492	1166	861	1560
Mean	4.56	4.90	4.60	4.32	4.29	4.62	4.74
Std. Dev.	2.21	2.18	2.15	2.18	2.15	2.16	2.32

Item 31, Chance for Meaningful Social Contact in Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7395	683	1553	1493	1169	857	1559
Mean	5.31	5.33	5.11	4.97	5.06	5.38	5.97
Std. Dev.	2.08	2.13	2.09	2.09	2.04	2.06	1.91

Item 32, Chance to Try Different Methods on Your Own

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7380	683	1549	1487	1167	857	1556
Mean	5.35	5.19	5.12	4.96	5.03	5.47	6.20
Std. Dev.	2.28	2.18	2.31	2.31	2.27	2.14	2.15

Item 33, Chance to Tell Others What To Do

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7381	685	1546	1489	1166	859	1555
Mean	5.41	5.05	5.04	5.12	5.22	5.53	6.31
Std. Dev.	1.86	1.86	1.84	1.77	1.77	1.80	1.75

Item 34, Opportunity for Promotions in Your Career Field

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7409	689	1552	1491	1167	866	1562
Mean	4.24	4.74	4.43	3.95	4.17	4.07	4.43
Std. Dev.	2.29	2.21	2.21	2.15	2.15	2.35	2.51

Item 35, Amount of Time in Job-Required Communication

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7369	673	1548	1486	1161	862	1558
Mean	5.60	5.58	5.47	5.38	5.42	5.60	6.06
Std. Dev.	1.69	1.68	1.62	1.62	1.64	1.68	1.78

Item 36, Control Job Gives You Over Materiel

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7372	681	1541	1485	1170	857	1555
Mean	5.62	5.68	5.53	5.42	5.36	5.62	6.07
Std. Dev.	1.73	1.72	1.67	1.69	1.72	1.71	1.75

Item 37, Availability of Useful Self-Help Train Materials

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7376	682	1546	1485	1166	858	1556
Mean	5.58	5.76	5.53	5.47	5.34	5.55	5.85
Std. Dev.	1.92	1.96	1.98	1.84	1.89	1.91	1.90

Item 38, Way Your Job Uses Your Abilities

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7382	683	1552	1483	1164	859	1559
Mean	5.22	5.21	5.03	4.80	4.85	5.31	6.06
Std. Dev.	2.47	2.42	2.45	2.46	2.46	2.41	2.37

Item 39, Unit Handling of GMT and Aerobics Testing

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7399	686	1554	1486	1169	863	1559
Mean	5.36	5.48	5.34	5.18	4.97	5.45	5.76
Std. Dev.	2.14	1.95	2.09	2.14	2.11	2.19	2.19

Item 40, Educational Opportunities in Surrounding Community

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7381	684	1547	1481	1167	861	1560
Mean	6.62	6.40	6.23	6.18	6.09	6.44	7.08
Std. Dev.	2.19	2.22	2.20	2.25	2.22	2.25	1.87

Item 41, Amount of Pride Co-workers Have in Their Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7395	681	1552	1484	1167	864	1563
Mean	5.10	5.39	4.98	4.72	4.74	4.99	5.78
Std. Dev.	2.32	2.26	2.36	2.30	2.24	2.32	2.24

Item 42, Your Control Over Time Spent With Others

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7377	685	1551	1480	1169	857	1553
Mean	5.61	5.59	5.42	5.32	5.29	5.72	6.26
Std. Dev.	1.89	1.91	1.98	1.83	1.84	1.87	1.75

Item 43, Amount of Work Space Available

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7388	682	1546	1488	1174	860	1557
Mean	5.77	6.03	5.81	5.65	5.60	5.79	5.85
Std. Dev.	2.20	2.12	2.09	2.14	2.16	2.19	2.39

Item 44, Recognition You Receive From Your Family for Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7289	674	1534	1467	1148	856	1530
Mean	6.04	6.05	5.89	5.75	5.81	6.05	6.65
Std. Dev.	2.05	2.10	2.06	1.98	2.06	2.05	1.93

Item 45, Chance to Feel Responsible for Total Unit of Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7405	686	1546	1493	1169	867	1561
Mean	5.95	5.90	5.73	5.[illegible]	5.61	6.01	6.74
Std. Dev.	2.06	2.03	2.03	2.04	2.02	2.03	1.93

Item 46, Security of Your Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7394	685	1551	1489	1168	861	1558
Mean	6.29	6.25	6.09	6.08	5.96	6.32	6.96
Std. Dev.	1.99	1.94	2.02	1.94	1.96	2.04	1.86

Item 47, Promptness With Which Malfunctions are Handled

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7380	679	1544	1489	1159	864	1566
Mean	5.05	5.04	4.94	4.92	4.84	5.01	5.49
Std. Dev.	2.29	2.38	2.35	2.29	2.22	2.29	2.18

Item 48, Your Work Schedule Compared to Typical Civilian

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7388	686	1546	1488	1162	362	1562
Mean	5.49	5.73	5.41	5.25	5.13	5.68	5.89
Std. Dev.	2.49	2.47	2.50	2.48	2.50	2.45	2.45

Item 49, Chance to Engage in Physical Activity

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7396	684	1548	1492	1170	859	1562
Mean	5.25	5.44	5.24	5.06	5.00	5.24	5.57
Std. Dev.	2.19	2.20	2.22	2.22	2.16	2.24	2.07

Item 50, Travel (PCS) Opportunities in Your Specialty

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7384	680	1552	1487	1168	859	1556
Mean	5.00	4.60	4.63	4.88	4.83	5.35	5.57
Std. Dev.	2.33	2.34	2.36	2.29	2.24	2.28	2.28

Item 51, BX and Commissary Facilities at Your Base

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7381	686	1547	1485	1168	862	1553
Mean	5.02	5.48	5.17	4.86	4.83	4.92	5.02
Std. Dev.	2.41	2.32	2.37	2.37	2.37	2.49	2.50

Item 52, Your Pay Compared to Able to Make on Outside

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7388	684	1556	1484	1164	858	1557
Mean	4.68	4.50	4.32	4.34	4.29	5.02	5.53
Std. Dev.	2.32	2.32	2.28	2.25	2.24	2.28	2.24

Item 53, Amount of Exposure to Unpleasant Chemicals

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7368	682	1544	1479	1166	862	1553
Mean	5.65	5.70	5.48	5.43	5.45	5.73	6.15
Std. Dev.	2.12	2.10	2.19	2.14	2.11	2.08	1.97

Item 54, Recognition Your Unit Gives for a Good Perform

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7381	683	1545	1484	1170	860	1557
Mean	4.81	5.23	4.77	4.56	4.29	4.62	5.39
Std. Dev.	2.39	2.33	2.42	2.32	2.32	2.41	2.36

Item 55, Chances of Getting Additional Training

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7373	680	1542	1483	1169	861	1556
Mean	5.47	5.54	5.33	5.28	5.26	5.39	5.98
Std. Dev.	1.98	1.96	1.94	1.90	1.90	2.07	2.01

Item 56, Fairness With Which your Supervisor Asgs Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7356	680	1540	1477	1166	861	1554
Mean	6.00	6.11	5.81	5.81	5.75	5.99	6.57
Std. Dev.	2.29	2.30	2.36	2.28	2.31	2.32	2.08

Item 57, Chance to Work in Different Types of Situation

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7370	682	1547	1479	1162	864	1556
Mean	5.86	5.93	5.80	5.55	5.53	5.80	6.48
Std. Dev.	2.15	2.10	2.13	2.17	2.16	2.20	2.02

Item 58, Number of Work Schedule/Personal Plan Interfer

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7365	684	1545	1478	1163	857	1557
Mean	4.81	4.90	4.60	4.85	4.41	5.06	5.49
Std. Dev.	2.33	2.33	2.39	2.28	2.26	2.28	2.25

Item 59, Unit Policy for Assgn Additional Duties

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7365	683	1543	1482	1166	859	1553
Mean	4.83	4.97	4.74	4.57	4.54	4.90	5.34
Std. Dev.	2.22	2.10	2.23	2.18	2.15	2.26	2.23

Item 60, Cost of Living in Area of Assignment

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7369	685	1544	1483	1167	858	1550
Mean	4.28	4.38	4.36	4.24	4.28	4.16	4.26
Std. Dev.	2.26	2.13	2.23	2.22	2.24	2.31	2.35

Item 61, Friendliness of Co-Workers

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7370	680	1542	1481	1167	864	1555
Mean	6.73	6.83	6.65	6.59	6.55	6.63	7.12
Std. Dev.	1.84	1.91	1.90	1.87	1.81	1.89	1.63

Item 62, Amount of Interesting Work Performed

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7376	682	1546	1483	1169	857	1557
Mean	5.32	5.42	5.12	4.88	4.99	5.29	6.17
Std. Dev.	2.43	2.47	2.44	2.45	2.37	2.42	2.22

Item 63, Challenge Provided by Your Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7380	681	1547	1487	1164	860	1560
Mean	5.47	5.60	5.25	5.09	5.02	5.47	6.36
Std. Dev.	2.53	2.48	2.51	2.54	2.52	2.56	2.35

Item 64, Chance to do Work not Bothering Conscience

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7376	680	1550	1480	1166	860	1558
Mean	6.23	6.22	6.06	5.94	5.98	6.38	6.85
Std. Dev.	2.08	2.12	2.16	2.12	2.06	1.93	1.88

Item 65, Protection Provided by Air Force Life Ins Prog

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7354	677	1546	1476	1156	859	1557
Mean	6.71	6.79	6.61	6.50	6.37	6.86	7.15
Std. Dev.	1.84	1.85	1.82	1.83	1.91	1.78	1.69

Item 66, Chance for Promotion Compared to Similar Perf

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7309	667	1539	1469	1161	857	1535
Mean	5.18	5.41	5.06	4.96	5.15	5.04	5.49
Std. Dev.	2.21	2.07	2.08	2.03	2.09	2.34	2.49

Item 67, Closeness Which Have to Work With Others

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7385	681	1550	1485	1166	863	1558
Mean	6.20	6.27	6.07	6.02	5.87	6.20	6.72
Std. Dev.	1.63	1.64	1.65	1.50	1.69	1.64	1.54

Item 68, Physical Safety on Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7348	679	1537	1477	1164	855	1556
Mean	6.47	6.42	6.27	6.20	6.17	6.53	7.17
Std. Dev.	1.88	1.96	1.93	1.90	1.90	1.83	1.59

Item 69, Social Position in the Air Force Thru Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7356	679	1544	1479	1163	861	1552
Mean	5.35	5.38	5.08	4.98	5.03	5.39	6.19
Std. Dev.	2.08	2.14	2.09	2.02	2.04	2.05	1.92

Item 70, Instructional Methods Used in Your Training

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7351	676	1540	1484	1161	860	1548
Mean	5.56	5.68	5.43	5.41	5.31	5.53	6.02
Std. Dev.	2.00	2.14	2.02	1.95	1.92	2.02	1.96

Item 71, Pace of New Developments in Your Field

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7338	676	1537	1475	1163	856	1550
Mean	5.27	5.37	5.11	5.02	4.95	5.25	5.86
Std. Dev.	2.06	2.01	2.01	2.00	2.00	2.12	2.06

Item 72, Similarity Between Assignment & Preference

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7360	684	1536	1486	1166	857	1553
Mean	5.07	4.73	4.82	5.00	4.81	5.06	5.74
Std. Dev.	2.72	2.84	2.67	2.69	2.58	2.72	2.74

Item 73, Amount of Effort Compared to Co-workers

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7344	674	1542	1477	1161	856	1553
Mean	5.79	5.97	5.68	5.63	5.64	5.63	6.16
Std. Dev.	2.06	2.05	2.08	2.02	1.97	2.14	2.05

Item 74, Importance Attached to Your Job by Co-workers

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7351	678	1539	1477	1163	858	1556
Mean	5.58	5.66	5.40	5.31	5.36	5.49	6.17
Std. Dev.	2.01	1.92	2.00	1.94	1.97	2.07	2.01

Item 75, Chance to Work With Different People if Want

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7332	676	1533	1474	1159	857	1553
Mean	5.31	5.14	5.09	5.02	5.05	5.37	6.02
Std. Dev.	2.11	2.15	2.10	2.09	2.05	2.09	2.00

Item 76, Adequacy of Lighting In Immed Work Area

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7352	681	1545	1479	1161	858	1548
Mean	6.33	6.48	6.32	6.21	6.16	6.21	6.61
Std. Dev.	2.08	2.02	2.08	1.99	2.10	2.19	2.08

Item 77, Amount of Cooperation Required

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7353	678	1544	1475	1157	862	1558
Mean	5.90	6.14	5.88	5.66	5.65	5.78	6.29
Std. Dev.	1.97	1.95	1.94	1.94	1.94	2.04	1.94

Item 78, Feeling of Economic Security in Air Force

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7356	683	1539	1486	1160	855	1555
Mean	6.09	6.03	5.83	5.69	5.76	6.26	6.92
Std. Dev.	2.13	2.19	2.20	2.13	2.14	2.02	1.84

Item 79, Status in Civilian Community Thru Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7331	683	1536	1462	1160	862	1546
Mean	4.91	5.14	4.76	4.56	4.56	4.94	5.50
Std. Dev.	2.01	2.04	2.07	2.02	2.02	1.95	1.82

Item 80, Ability of Supervisor to Make Decisions

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7360	683	1545	1474	1162	858	1559
Mean	6.20	6.34	6.23	5.98	5.88	6.06	6.55
Std. Dev.	2.31	2.15	2.29	2.35	2.36	2.40	2.21

Item 81, Flexibility of Your Work Schedule

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7362	682	1538	1481	1166	860	1556
Mean	5.61	5.66	5.36	5.38	5.25	5.72	6.28
Std. Dev.	2.33	2.28	2.36	2.32	2.32	2.26	2.21

Item 82, Opportunity to Always Have Something to do

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7362	681	1542	1483	1164	854	1559
Mean	5.65	5.63	5.32	5.28	5.27	5.75	6.59
Std. Dev.	2.26	2.22	2.30	2.27	2.30	2.20	1.94

Item 83, Frequency of Reassignment for Airmen in Spec

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7361	683	1539	1481	1156	859	1563
Mean	4.75	4.47	4.42	4.62	4.57	4.93	5.34
Std. Dev.	2.20	2.18	2.21	2.11	2.15	2.14	2.21

Item 84, Facilities Provided by the Base

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7354	681	1543	1479	1163	855	1551
Mean	5.17	4.95	4.97	4.89	4.95	5.28	5.60
Std. Dev.	2.26	2.30	2.32	2.22	2.19	2.23	2.20

Item 85, Physical Demands of Your Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7356	681	1540	1481	1159	855	1558
Mean	5.72	5.69	5.61	5.54	5.46	5.75	6.23
Std. Dev.	1.98	1.99	2.05	1.95	1.94	1.98	1.89

Item 86, Fringe Benefits Compared to Civilian Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7354	683	1539	1474	1166	858	1554
Mean	5.98	6.33	6.01	5.80	5.56	6.09	6.23
Std. Dev.	2.19	2.15	2.23	2.17	2.18	2.14	2.17

Item 87, Cleanliness of Work Environment

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7351	681	1538	1480	1160	862	1553
Mean	6.34	6.45	6.35	6.12	6.02	6.24	6.80
Std. Dev.	2.03	2.11	2.05	2.03	2.05	2.04	1.85

Item 88, Chance to Help People

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7308	674	1528	1470	1157	852	1548
Mean	6.24	6.24	6.03	5.91	6.00	6.34	6.91
Std. Dev.	2.03	2.13	2.12	2.04	2.03	1.95	1.73

Item 89, Opportunity to Use Up-To-Date Equipment

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7377	682	1546	1487	1160	864	1559
Mean	5.20	5.50	5.20	4.98	4.81	5.06	5.66
Std. Dev.	5.30	2.26	2.30	2.26	2.30	2.34	2.26

Item 90, Chance to Receive Civilian Ed. Credit for Tng.

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7342	674	1537	1477	1159	863	1552
Mean	5.99	6.17	5.94	5.85	5.66	6.04	6.30
Std. Dev.	2.17	2.17	2.21	2.15	2.24	2.20	2.04

Item 91, Chance to Schedule Your Time-off

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7340	680	1539	1481	1157	857	1546
Mean	5.34	5.33	5.20	5.06	4.95	5.40	6.06
Std. Dev.	2.40	2.44	2.45	2.42	2.38	2.31	2.22

Item 92, Amount of Work you Have to do

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7351	679	1543	1477	1160	858	1553
Mean	5.78	5.87	5.64	5.56	5.51	5.76	6.31
Std. Dev.	2.12	2.10	2.10	2.12	2.06	2.12	2.08

Item 93, Frequency of Overseas or Remote Assignments

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7364	677	1547	1476	1164	862	1558
Mean	4.86	4.79	4.77	4.75	4.66	4.88	5.21
Std. Dev.	2.24	2.17	2.18	2.20	2.13	2.29	2.38

Item 94, Know-How of the People You Work With

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7358	676	1541	1481	1162	863	1555
Mean	5.96	6.36	5.95	5.78	5.61	5.86	6.30
Std. Dev.	2.00	1.90	2.02	1.98	1.96	2.01	1.97

Item 95, Opportunity to Perform Morally Accept Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7356	675	1544	1479	1162	861	1555
Mean	6.18	6.20	6.03	5.90	5.89	6.29	6.79
Std. Dev.	1.78	1.81	1.82	1.81	1.74	1.69	1.63

Item 96, Chance to be Promoted on Basis of Ability

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7342	676	1542	1480	1153	858	1554
Mean	4.51	4.88	4.30	4.20	4.38	4.46	4.98
Std. Dev.	2.48	2.37	2.42	2.40	2.33	2.50	2.65

Item 97, Level of Danger in Your Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7367	675	1546	1482	1165	864	1556
Mean	5.88	5.86	5.67	5.62	5.64	5.99	6.49
Std. Dev.	2.03	2.06	2.05	2.01	2.04	1.97	1.87

Item 98, Competence of the Instructors Encountered

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7354	674	1540	1479	1164	861	1556
Mean	5.92	6.14	5.83	5.76	5.57	5.95	6.32
Std. Dev.	1.99	2.00	2.03	1.98	2.02	2.00	1.85

Item 99, Amount of Work Time Spent Learning New P&E

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7368	680	1542	1484	1164	859	1558
Mean	5.50	5.58	5.35	5.31	5.18	5.46	6.08
Std. Dev.	1.94	1.98	1.98	1.89	1.92	1.98	1.79

Item 100, Chance to Utilize Your Civilian Education

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7344	679	1539	1480	1155	856	1554
Mean	4.96	5.07	4.77	4.65	4.54	5.06	5.65
Std. Dev.	2.19	2.25	2.23	2.21	2.22	2.14	1.96

Item 101, Opportunity to Wear Several Hats

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7353	677	1544	1484	1154	862	1554
Mean	5.00	5.05	4.71	4.71	4.64	4.94	5.87
Std. Dev.	2.09	2.00	2.08	2.07	2.07	2.05	1.93

Item 102, Adequacy of Info About Unit Policies

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7339	672	1542	1474	1159	858	1553
Mean	5.29	5.40	5.18	5.05	5.10	5.21	5.77
Std. Dev.	2.01	1.92	1.97	2.01	1.89	2.04	2.08

Item 103, Distance to Your Home of Record

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7367	682	1544	1482	1165	859	1558
Mean	4.83	4.14	4.56	4.67	4.66	5.03	5.57
Std. Dev.	2.58	2.69	2.66	2.61	2.51	2.50	2.33

Item 104, Chance to Work by Yourself When Want

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7368	679	1545	1483	1161	858	1562
Mean	5.60	5.48	5.22	5.40	5.41	5.69	6.36
Std. Dev.	2.21	2.22	2.33	2.20	2.14	2.19	1.97

Item 105, Normal Temperature of Work Environment

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7363	684	1546	1481	1157	860	1555
Mean	5.34	5.08	5.12	5.10	5.19	5.52	5.93
Std. Dev.	2.32	2.44	2.35	2.26	2.26	2.32	2.24

Item 106, Recognition Co-workers Give Your Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7359	684	1546	1477	1161	861	1553
Mean	5.60	5.52	5.32	5.33	5.40	5.57	6.33
Std. Dev.	1.98	2.04	2.03	1.94	1.89	2.00	1.83

Item 107, Chances of Staying on Active Duty

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7364	677	1547	1477	1161	862	1560
Mean	6.29	5.92	5.94	5.79	5.78	6.57	7.51
Std. Dev.	2.06	2.04	2.08	1.99	2.09	1.92	1.59

Item 108, Status Given Military by Civilian Commun

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7332	675	1539	1479	1156	858	1545
Mean	4.66	4.73	4.44	4.30	4.28	4.66	5.47
Std. Dev.	2.13	2.08	2.14	2.11	2.09	2.04	2.01

Item 109, Time of Day That You Go To Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7359	678	1549	1480	1160	860	1553
Mean	5.83	5.93	5.62	5.63	5.50	5.88	6.43
Std. Dev.	2.21	2.16	2.27	2.23	2.18	2.18	2.07

Item 110, Amount of Leave Time You Are Allowed

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7333	677	1531	1474	1157	856	1557
Mean	6.47	5.96	6.08	6.43	6.26	6.79	7.11
Std. Dev.	2.18	2.30	2.32	2.14	2.21	2.06	1.87

Item 111, Way Your Supervisor Handles Subordinates

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7382	679	1549	1487	1170	855	1560
Mean	5.83	6.15	5.81	5.59	5.51	5.70	6.27
Std. Dev.	2.33	2.22	2.28	2.36	2.35	2.38	2.26

Item 112, Opportunity to Decide How to do a Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7349	679	1539	1477	1165	854	1554
Mean	5.91	5.86	5.66	5.57	5.59	6.08	6.69
Std. Dev.	2.11	2.01	2.08	2.14	2.11	2.05	2.00

Item 113, Opportunity for Your Family to Travel

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7326	673	1536	1476	1153	857	1551
Mean	5.39	5.39	5.27	5.30	5.20	5.53	5.63
Std. Dev.	2.11	2.18	2.18	2.05	2.07	2.11	2.06

Item 114, Convenience of Location of Work Area

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7349	682	1541	1478	1162	859	1549
Mean	5.63	5.70	5.47	5.36	5.37	5.77	6.16
Std. Dev.	2.18	2.26	2.17	2.16	2.08	2.18	2.11

Item 115, Extent You Take Blame for Others

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7340	677	1535	1477	1162	855	1552
Mean	5.37	5.31	5.19	5.13	5.06	5.37	6.03
Std. Dev.	1.84	1.86	1.82	1.80	1.72	1.85	1.81

Item 116, Import of Job Perform to Welfare of Oth

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7334	674	1538	1470	1158	857	1554
Mean	6.31	6.30	6.17	6.03	5.97	6.38	6.94
Std. Dev.	1.84	1.83	1.84	1.86	1.85	1.84	1.65

Item 117, Chance to Make Grievances Known

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7319	679	1535	1469	1152	854	1548
Mean	5.77	5.65	5.49	5.54	5.50	5.78	6.54
Std. Dev.	2.23	2.28	2.24	2.19	2.17	2.27	2.04

Item 118, Amount of Non-Scheduled Work You Do

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7337	679	1542	1474	1161	858	1543
Mean	5.29	5.37	5.20	5.03	4.99	5.37	5.78
Std. Dev.	2.11	2.03	5.10	2.05	2.05	2.16	2.15

Item 119, Leave Policy of Your Unit

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7342	678	1541	1474	1162	857	1550
Mean	5.98	5.76	5.75	5.79	5.68	6.12	6.67
Std. Dev.	2.12	2.07	2.19	2.13	2.14	2.05	1.92

Item 120, Size of Your Base

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7337	682	1537	1474	1163	851	1550
Mean	5.88	5.60	5.61	5.75	5.67	6.04	6.47
Std. Dev.	2.01	2.21	2.09	1.94	1.91	1.96	1.89

Item 121, Importance of Your Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7327	678	1539	1473	1163	853	1541
Mean	6.10	6.19	5.94	5.89	5.71	6.10	6.82
Std. Dev.	2.22	2.15	2.22	2.25	2.22	2.24	2.05

Item 122, Chance To Do Things Not Again Rt/Wrong

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7339	677	1544	1480	1162	850	1547
Mean	6.25	6.21	6.01	5.95	5.92	6.40	6.97
Std. Dev.	1.94	1.98	2.03	1.96	1.89	1.83	1.68

Item 123, Dependence on Others To Get Job Done

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7325	677	1541	1472	1159	848	1550
Mean	5.78	5.79	5.67	5.59	5.52	5.76	6.26
Std. Dev.	1.85	1.84	1.78	1.77	1.81	1.91	1.91

Item 124, Pride Your Family Has in Your Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7321	676	1544	1465	1155	857	1545
Mean	6.10	6.16	6.00	5.81	5.74	6.15	6.71
Std. Dev.	1.89	1.83	1.92	1.85	1.92	1.87	1.78

Item 125, Similarity Bet. Tng. and Job Requirements

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7328	677	1539	1476	1161	847	1550
Mean	5.38	5.52	5.08	5.15	5.06	5.43	6.04
Std. Dev.	2.26	2.18	2.31	2.20	2.17	2.26	2.25

Item 126, Chance to Use Military Training

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7320	681	1536	1468	1152	854	1551
Mean	5.52	5.59	5.35	5.28	5.14	5.62	6.13
Std. Dev.	2.11	2.13	2.09	2.07	2.02	2.09	2.10

Item 127, Feeling of Accompl Get from Your Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7344	676	1540	1472	1164	854	1557
Mean	5.79	5.80	5.64	5.39	5.31	5.92	6.62
Std. Dev.	2.37	2.28	2.32	2.41	2.39	2.37	2.19

Item 128, Availability of Info on AF Policies

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7315	672	1530	1466	1164	850	1551
Mean	5.83	5.75	5.65	5.61	5.55	5.91	6.45
Std. Dev.	1.88	1.88	1.89	1.84	1.83	1.91	1.77

Item 129, Size of Surrounding Community

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7345	676	1544	1478	1162	851	1554
Mean	5.65	5.53	5.35	5.49	5.45	5.76	6.25
Std. Dev.	2.10	2.19	2.13	2.09	2.02	2.05	1.98

Item 130, Chance to Work With Other People

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7331	674	1539	1475	1161	852	1549
Mean	6.20	6.13	6.02	5.94	5.94	6.23	6.87
Std. Dev.	1.79	1.84	1.80	1.76	1.80	1.81	1.58

Item 131, Time Pressures of Your Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7348	676	1544	1471	1164	857	1555
Mean	5.41	5.49	5.31	5.21	5.10	5.51	5.83
Std. Dev.	2.03	1.97	2.04	1.95	1.99	1.97	2.12

Item 132, Opportunity to Assoc with People Liked

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7310	668	1538	1467	1156	852	1547
Mean	6.18	6.07	6.01	5.97	5.96	6.23	6.77
Std. Dev.	1.94	2.03	1.98	1.95	1.93	1.93	1.73

Item 133, Chance to Rec Commun Recog for Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7399	675	1556	1491	1175	860	1562
Mean	4.61	4.61	4.46	4.37	4.38	4.56	5.20
Std. Dev.	1.86	1.96	1.90	1.84	1.78	1.86	1.72

Item 134, On-Base Housing

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7355	672	1549	1476	1167	858	1555
Mean	4.50	4.29	4.31	4.29	4.40	4.62	5.01
Std. Dev.	2.16	2.04	1.97	1.98	2.11	2.32	2.42

Item 135, Way Supervisor Trains His Men

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7349	668	1544	1478	1161	858	1558
Mean	5.67	6.04	5.71	5.45	5.37	5.51	6.04
Std. Dev.	2.15	2.23	2.13	2.15	2.13	2.19	2.07

Item 136, Condition of Tools or Equipment Used

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7349	671	1543	1478	1165	857	1557
Mean	5.25	5.42	5.15	5.05	4.92	5.14	5.79
Std. Dev.	2.28	2.28	2.32	2.23	2.31	2.26	2.18

Item 137, Chance to Acquire Valuable Skills

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7353	670	1546	1478	1164	856	1558
Mean	5.36	5.53	5.27	5.07	5.00	5.39	5.90
Std. Dev.	2.27	2.28	2.28	2.28	2.26	2.23	2.16

Item 138, Number of Hours You Work Per Wk

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7364	676	1552	1479	1159	859	1558
Mean	6.02	6.10	5.86	5.82	5.66	6.20	6.51
Std. Dev.	2.20	2.11	2.19	2.24	2.24	2.16	2.12

Item 139, Assignment Possibilities in Your AFS

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7360	671	1545	1477	1171	857	1558
Mean	5.29	5.28	5.17	5.19	5.05	5.34	5.68
Std. Dev.	2.28	2.34	2.28	2.21	2.21	2.31	2.31

Item 140, Weather at Your Base

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7347	673	1543	1482	1160	855	1553
Mean	5.15	4.97	4.82	4.97	5.02	5.34	5.73
Std. Dev.	2.39	2.50	2.40	2.35	2.30	2.36	2.31

Item 141, Chance to Work at Own Pace

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7340	670	1541	1475	1161	858	1554
Mean	5.98	5.99	5.81	5.84	5.72	5.97	6.52
Std. Dev.	1.98	1.98	2.00	2.02	1.95	1.96	1.87

Item 142, Additional Duties Assoc With Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7351	672	1547	1477	1160	859	1555
Mean	5.26	5.40	5.09	5.01	5.01	5.30	5.78
Std. Dev.	2.09	1.97	2.06	2.09	2.01	2.09	2.12

Item 143, Quality of Medical Care in Air Force

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7359	675	1542	1480	1162	857	1561
Mean	5.35	5.96	5.47	5.11	5.01	5.30	5.46
Std. Dev.	2.45	2.39	2.39	2.44	2.42	2.47	2.49

Item 144, Physical Appearance of Work Area

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7365	673	1552	1479	1165	858	1559
Mean	6.07	6.31	6.14	5.92	5.80	6.04	6.26
Std. Dev.	1.93	1.90	1.85	1.88	1.86	1.95	2.05

Item 145, Praise Get from Supervisor

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7347	673	1548	1476	1163	852	1554
Mean	5.50	5.69	5.36	5.26	5.17	5.37	6.13
Std. Dev.	2.18	2.19	2.19	2.21	2.11	2.23	2.04

Item 146, Chance to Feel You Perform Service

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7349	671	1550	1480	1159	857	1552
Mean	5.79	5.90	5.52	5.41	5.46	5.82	6.63
Std. Dev.	2.11	2.07	2.11	2.17	2.08	2.08	1.85

Item 147, Training Receive to Perform Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7334	668	1546	1473	1161	851	1554
Mean	5.71	5.77	5.58	5.58	5.45	5.85	6.07
Std. Dev.	2.18	2.22	2.15	2.12	2.15	2.13	2.24

Item 148, Avail of Necessary Materiel

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7329	667	1542	1470	1163	857	1550
Mean	5.18	5.43	5.20	5.00	4.84	5.15	5.50
Std. Dev.	2.16	2.16	2.13	2.10	2.13	2.19	2.19

Item 149, Chance to Perform Variety of Tasks

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7331	673	1537	1466	1162	862	1551
Mean	5.72	5.75	5.59	5.48	5.35	5.71	6.38
Std. Dev.	1.98	1.95	1.95	1.97	1.96	2.04	1.88

Item 150, Frequency of Slack Periods on Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7368	675	1544	1481	1166	859	1563
Mean	5.48	5.64	5.36	5.34	5.20	5.52	5.85
Std. Dev.	2.06	2.02	2.11	2.10	2.02	2.05	1.95

Item 151, Travel (TDY) Opportunities

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7362	674	1546	1482	1163	862	1556
Mean	4.72	4.63	4.51	4.53	4.52	4.82	5.22
Std. Dev.	2.33	2.42	2.39	2.34	2.21	2.28	2.24

Item 152, Spirit of Teamwork Among Co-Workers

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7350	674	1547	1473	1161	858	1555
Mean	5.35	5.45	5.17	4.95	4.98	5.32	6.13
Std. Dev.	2.33	2.37	2.38	2.30	2.22	2.32	2.19

Item 153, Chance to Avoid Religious Violations

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7339	673	1536	1473	1162	856	1557
Mean	6.02	6.00	5.79	5.78	5.83	6.11	6.61
Std. Dev.	1.85	1.85	1.92	1.87	1.79	1.76	1.73

Item 154, Retirement Income You Would Receive

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7273	665	1536	1456	1160	851	1525
Mean	5.50	5.90	5.51	5.32	5.10	5.54	5.79
Std. Dev.	2.14	2.06	2.08	2.08	2.10	2.14	2.27

Item 155, Weighted Airman Promotion System

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7371	680	1548	1481	1160	860	1560
Mean	5.13	5.36	5.05	4.90	4.74	4.89	5.75
Std. Dev.	2.21	1.91	1.98	2.07	2.19	2.40	2.44

Item 156, Adequacy of Tng for Emergency Sits

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7341	675	1543	1470	1160	855	1559
Mean	5.92	5.80	5.68	5.71	5.67	5.98	6.58
Std. Dev.	1.91	1.95	1.93	1.85	1.93	1.89	1.75

Item 157, Technical Competence of Supervisor

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7321	676	1535	1471	1153	853	1554
Mean	6.38	6.55	6.37	6.22	6.09	6.32	6.76
Std. Dev.	2.09	2.04	2.06	2.10	2.12	2.08	2.05

Item 158, Opportunity for Self-Improvement Educ

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7341	671	1538	1476	1162	855	1558
Mean	6.60	6.41	6.31	6.38	6.26	6.80	7.35
Std. Dev.	1.89	1.92	1.95	1.92	1.93	1.75	1.57

Item 159, Chance to Socialize with Diff People

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7341	674	1539	1473	1163	855	1556
Mean	6.11	6.07	5.96	5.86	5.87	6.14	6.71
Std. Dev.	1.88	1.97	1.92	1.94	1.85	1.84	1.65

Item 160, Amount of Responsibility for Materiel

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7336	671	1542	1476	1160	856	1552
Mean	5.92	5.97	5.72	5.77	5.68	5.91	6.42
Std. Dev.	1.72	1.73	1.70	1.64	1.70	1.76	1.68

Item 161, Feelings Get From WEaring AF Uniform

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7348	673	1549	1471	1160	856	1559
Mean	5.81	6.05	5.53	5.23	5.15	6.07	6.91
Std. Dev.	2.24	2.24	2.23	2.26	2.30	2.08	1.76

Item 162, Chance to Know Where Stand With Super

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7333	674	1538	1472	1157	855	1556
Mean	6.14	6.27	6.00	5.97	5.85	6.10	6.64
Std. Dev.	2.10	2.05	2.09	2.07	2.05	2.14	2.06

Item 163, Extent Tools & Eq. Are Shared by Co-Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7338	674	1544	1471	1157	856	1556
Mean	6.08	6.22	5.98	5.93	5.84	6.11	6.44
Std. Dev.	1.81	1.79	1.87	1.82	1.80	1.82	1.70

Item 164, Chance to Prepare to Return to Civ Life

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7341	675	1543	1470	1166	852	1554
Mean	5.29	5.62	5.25	5.05	4.91	5.43	5.61
Std. Dev.	2.23	2.15	2.17	2.24	2.24	2.19	2.24

Item 165, Opportunity to Move Around on Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7334	674	1536	1476	1157	855	1554
Mean	5.61	5.57	5.49	5.34	5.25	5.68	4.92
Std. Dev.	2.14	2.18	2.23	2.13	2.11	2.09	2.33

Item 166, Amount of Paperwork Req on Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7341	671	1542	1475	1162	857	1554
Mean	5.02	5.51	5.16	4.94	4.77	5.06	4.92
Std. Dev.	2.17	2.10	2.11	2.16	2.03	2.19	2.33

Item 167, Extent Those Work With Share the Load

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7334	670	1534	1484	1153	855	1558
Mean	5.63	5.75	5.51	5.39	5.38	5.56	6.17
Std. Dev.	2.13	2.15	2.12	2.09	2.07	2.15	2.08

Item 168, Amount of Dirty Hand Work You Do

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7333	676	1542	1475	1157	853	1550
Mean	5.68	5.50	5.50	5.43	5.38	5.68	6.39
Std. Dev.	2.10	2.20	2.17	2.14	2.04	2.05	1.84

Item 169, Amount of Required Tele Communication

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7336	675	1534	1478	1157	856	1556
Mean	5.89	6.03	5.91	5.80	5.62	5.86	6.14
Std. Dev.	1.73	1.68	1.63	1.66	1.66	1.78	1.87

Item 170, Control Your Job Gives You Over People

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7331	675	1538	1475	1156	856	1552
Mean	5.67	5.57	5.49	5.46	5.40	5.69	6.29
Std. Dev.	1.74	1.74	1.69	1.65	1.64	1.76	1.78

Item 171, Way Your Super Evaluates Your Work

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7345	675	1541	1481	1159	855	1553
Mean	5.97	6.03	5.85	5.76	5.58	5.95	6.57
Std. Dev.	2.11	2.10	2.14	2.09	2.07	2.09	2.03

Item 172, Opportun to Vary Work Methods

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7324	675	1536	1471	1158	854	1551
Mean	5.64	5.61	5.41	5.36	5.28	5.70	6.37
Std. Dev.	2.02	1.91	2.03	1.98	1.97	1.94	1.96

Item 173, Consideration Given You by Air Force

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7351	673	1550	1477	1161	857	1553
Mean	4.64	4.81	4.37	4.16	4.21	4.81	5.51
Std. Dev.	2.32	2.27	2.30	2.29	2.23	2.25	2.24

Item 174, Recreational Opportun in Surround Commun

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7346	675	1534	1479	1164	860	1554
Mean	5.52	5.27	5.18	5.35	5.24	5.73	6.25
Std. Dev.	2.29	2.35	2.32	2.30	2.28	2.26	2.09

Item 175, Amount of Competition Among Co-Workers

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7339	675	1539	1475	1159	858	1555
Mean	5.58	5.60	5.41	5.42	5.33	5.55	6.14
Std. Dev.	1.76	1.73	1.79	1.71	1.68	1.75	1.71

Item 176, Cost of TDY Versus Payment Received

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7297	666	1528	1465	1155	853	1552
Mean	4.48	4.87	4.66	4.68	4.57	4.36	3.94
Std. Dev.	1.96	1.77	1.87	1.91	1.86	1.99	2.11

Item 177, Amount of Time Work in Extreme Temp

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7380	675	1552	1483	1162	861	1567
Mean	5.22	5.09	5.01	5.02	4.97	5.26	5.86
Std. Dev.	2.23	2.26	2.26	2.20	2.20	2.24	2.11

Item 178, Knowledge of AF Promotion System

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7347	677	1534	1477	1164	861	1554
Mean	5.82	5.36	5.26	5.46	5.71	6.29	6.77
Std. Dev.	1.91	1.82	1.84	1.81	1.79	1.77	1.83

Item 179, Safety Program in Your Unit

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7327	677	1531	1475	1158	858	1548
Mean	6.32	6.28	6.12	6.11	6.09	6.35	6.88
Std. Dev.	1.75	1.80	1.78	1.69	1.73	1.74	1.63

Item 180, Your Organizations OJT Program

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7339	677	1543	1475	1154	857	1553
Mean	5.83	5.83	5.62	5.64	5.54	5.88	6.44
Std. Dev.	2.02	2.23	2.11	1.93	1.98	1.97	1.85

Item 181, Concern Supervisor Shows for Subs

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7343	673	1543	1478	1156	859	1552
Mean	6.14	6.34	6.07	5.88	5.86	6.07	6.64
Std. Dev.	2.24	2.18	2.23	2.27	2.25	2.28	2.09

Item 182, Extent Military Pay Covers Living Exp

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7355	675	1546	1481	1161	853	1559
Mean	4.61	4.51	4.39	4.52	4.49	4.65	5.01
Std. Dev.	2.24	2.25	2.30	2.21	2.15	2.23	2.20

Item 183, Living and Working Conditions on TDY

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7322	670	1541	1470	1151	855	1556
Mean	4.90	5.13	4.99	4.95	4.82	4.84	4.74
Std. Dev.	1.71	1.38	1.57	1.64	1.64	1.79	1.99

Item 184, Amount of Authorized Time Off to Eat

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7351	675	1546	1471	1157	855	1565
Mean	5.77	5.82	5.48	5.64	5.44	5.83	6.39
Std. Dev.	2.19	2.21	2.24	2.20	2.21	2.14	2.01

Item 185, On and Off Base Transportation Facilities

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7352	674	1547	1473	1160	854	1563
Mean	4.66	4.64	4.55	4.69	4.60	4.77	4.75
Std. Dev.	2.15	2.24	2.14	2.07	2.07	2.19	2.23

Item 186, Opportunity to Sleep During 24 Hr Day

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7345	679	1540	1478	1151	856	1560
Mean	6.28	6.18	6.09	6.11	5.98	6.48	6.86
Std. Dev.	2.06	2.14	2.14	2.04	2.11	1.96	1.85

Item 187, Quality of Housing Living In

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7325	673	1540	1464	1153	857	1558
Mean	5.03	4.76	4.76	4.77	4.80	5.25	5.74
Std. Dev.	2.46	2.48	2.41	2.42	2.44	2.41	2.42

Item 188, Quality & Avail of Food at Base

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7334	674	1539	1481	1154	855	1553
Mean	4.84	4.47	4.37	4.51	4.63	5.20	5.75
Std. Dev.	2.41	2.45	2.42	2.35	2.35	2.32	2.24

Item 189, Opportunity for Off-Duty Job

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7342	673	1544	1474	1157	854	1558
Mean	5.14	5.03	5.00	4.93	4.95	5.19	5.66
Std. Dev.	2.28	2.30	2.26	2.35	2.28	2.29	2.14

Item 190, Your Work Schedule

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	7214	658	1512	1450	1131	840	1545
Mean	5.86	5.92	5.65	5.68	5.44	5.96	6.50
Std. Dev.	2.37	2.34	2.40	2.40	2.37	2.26	2.22

Item 191, Power You Have Over Others

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	2154	40	119	207	298	361	1109
Mean	5.93	5.05	5.21	5.62	5.51	5.82	6.27
Std. Dev.	1.72	2.46	1.76	1.58	1.60	1.60	1.68

Item 192, Number of People Supervised

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	2110	35	107	204	287	359	1100
Mean	6.07	5.49	5.50	5.50	5.65	5.93	6.43
Std. Dev.	1.93	2.45	1.78	1.94	1.91	1.85	1.86

Item 193, Chance to Show Supervisory Ability

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	2097	34	105	198	287	358	1097
Mean	6.43	5.74	5.84	5.91	5.87	6.25	6.83
Std. Dev.	1.88	2.23	1.90	1.83	1.87	1.91	1.77

Item 194, Extent Job Requires Rules Enforcement

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	2094	34	103	197	288	355	1100
Mean	6.31	6.00	6.04	5.98	5.84	6.18	6.59
Std. Dev.	1.87	2.13	1.75	1.70	1.85	1.83	1.86

Item 195, Way Others Respect Your Authority

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	2083	35	104	195	283	358	1091
Mean	6.05	5.37	5.58	5.51	5.19	5.74	6.56
Std. Dev.	2.03	2.37	1.84	1.84	2.00	2.01	1.92

Item 196, Chance to Give Orders

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	2092	34	100	196	283	361	1099
Mean	6.07	5.74	5.45	5.60	5.57	5.85	6.44
Std. Dev.	1.64	2.13	1.61	1.58	1.44	1.57	1.60

Item 197, Chance to Take Control & Run Things

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	2091	35	100	194	288	356	1100
Mean	6.32	5.71	5.87	5.94	5.83	6.10	6.65
Std. Dev.	1.86	2.08	1.74	1.74	1.82	1.84	1.83

Item 198, Chance to Give Info & Advice

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	2090	34	105	196	281	361	1095
Mean	6.88	6.06	6.10	6.49	6.47	6.76	7.21
Std. Dev.	1.58	2.00	1.54	1.58	1.66	1.66	1.42

Item 199, Amount of Paperwork as Supervisor

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	2079	33	102	189	285	359	1094
Mean	5.40	5.64	5.48	5.41	5.33	5.61	5.35
Std. Dev.	2.11	2.03	1.79	1.87	1.79	2.01	2.28

Item 200, Amount of Counseling Required as Super

	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
N	2072	32	97	192	284	356	1092
Mean	6.04	5.84	5.77	5.77	5.61	6.04	6.25
Std. Dev.	1.81	2.21	1.65	1.65	1.67	1.79	1.85

APPENDIX B: RESPONSES OF AIRMEN TO THE OAI BY YEARGROUP, EXPRESSED IN PERCENTAGES

Item 1, Air Force Efforts to Remove Irritants

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	51.11	48.31	51.85	57.57	56.12	49.19	42.44
neither satisfied nor dissatisfied	17.55	19.82	21.47	18.42	17.77	13.36	13.76
slightly satisfied to extremely satisfied	31.34	31.87	26.68	24.01	26.11	37.45	43.80

Item 2, Geographical Area of Assignment

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	35.80	43.94	40.67	35.41	36.23	33.64	27.75
neither satisfied nor dissatisfied	8.35	8.79	9.03	8.59	9.89	7.17	6.68
slightly satisfied to extremely satisfied	55.85	47.27	50.30	56.00	53.88	59.19	65.57

Item 3, Moral Standards of Co-Workers

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	25.74	23.91	27.22	30.36	29.61	27.97	16.43
neither satisfied nor dissatisfied	22.65	20.14	23.10	25.12	24.51	22.31	19.95
slightly satisfied to extremely satisfied	51.61	55.95	49.68	44.52	45.88	49.72	63.62

Item 4, Contribution of Your Work to National Defense

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	19.12	17.03	18.62	21.84	23.86	21.66	12.96
neither satisfied nor dissatisfied	21.22	22.76	24.60	24.73	23.18	17.73	14.51
slightly satisfied to extremely satisfied	59.66	60.21	56.78	53.43	52.96	60.61	72.53

Item 5, Opportunity to Choose Close Associates on Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	26.75	27.94	27.80	31.92	29.87	26.77	17.85
neither satisfied nor dissatisfied	26.98	27.66	28.64	25.42	27.49	24.80	27.36
slightly satisfied to extremely satisfied	46.27	44.40	43.56	42.66	42.64	48.43	54.79

Item 6, Personal Conveniences Provided in Work Area

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	35.30	37.97	35.97	35.36	37.73	40.50	28.75
neither satisfied nor dissatisfied	17.65	17.68	18.28	17.99	19.76	13.54	17.33
slightly satisfied to extremely satisfied	47.05	44.35	45.75	46.65	42.51	45.96	53.92

Item 7, Amount of Social Contact Required on Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	15.67	17.98	18.50	18.70	16.14	15.60	8.56
neither satisfied nor dissatisfied	30.43	26.02	29.83	32.26	33.73	29.13	28.94
slightly satisfied to extremely satisfied	53.90	56.00	51.67	49.04	50.13	55.27	62.50

Item 8, Attention Given to Safety in Work Area

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	10.64	10.21	10.24	10.04	14.38	11.93	8.06
neither satisfied nor dissatisfied	15.62	15.47	17.23	18.49	18.04	13.21	10.75
slightly satisfied to extremely satisfied	73.74	74.32	72.53	71.47	67.58	74.86	81.19

Item 9, Respect that Results from Your Rank & Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	41.89	39.35	42.88	44.25	44.94	46.41	34.84
neither satisfied nor dissatisfied	18.92	23.18	24.17	21.69	21.84	13.31	10.12
slightly satisfied to extremely satisfied	39.19	37.47	32.95	34.06	33.22	40.28	55.04

Item 10, Extent Which Supervisor Brings Out Best in Men

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	31.43	25.47	30.12	34.22	35.54	36.52	26.50
neither satisfied nor dissatisfied	15.86	17.03	17.50	16.44	16.24	13.30	13.89
slightly satisfied to extremely satisfied	52.71	57.50	52.38	49.34	48.22	50.18	59.61

Item 11, Supervisors Knowledge of How Your Job is Done

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	21.28	16.76	19.52	22.60	23.89	23.92	20.17
neither satisfied nor dissatisfied	13.16	12.24	14.00	13.18	13.91	12.08	12.52
slightly satisfied to extremely satisfied	65.56	71.00	66.48	64.22	62.20	64.00	67.31

Item 12, Need for Frequent Retraining Within Specialty

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	18.62	15.26	18.21	19.23	23.37	21.04	14.89
neither satisfied nor dissatisfied	42.13	42.88	42.27	45.71	43.61	39.88	38.45
slightly satisfied to extremely satisfied	39.25	41.86	39.52	35.06	33.02	39.08	46.66

Item 13, Chance to Vary Work Schedule to Conduct Personal

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	23.57	23.31	26.14	25.65	29.48	20.64	15.91
neither satisfied nor dissatisfied	10.62	12.46	9.83	9.62	10.79	10.26	11.12
slightly satisfied to extremely satisfied	65.81	64.23	64.03	64.73	59.73	69.10	72.97

Item 14, Chance to Complete Work that You Start

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	16.34	15.20	16.60	17.25	18.97	17.45	12.89
neither satisfied nor dissatisfied	18.41	18.42	22.20	21.49	22.31	15.49	10.13
slightly satisfied to extremely satisfied	65.25	66.38	61.20	61.26	58.72	67.06	76.98

Item 15, Adequacy of Information on Promotion System

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	24.32	25.32	30.73	26.63	23.93	20.34	17.59
neither satisfied nor dissatisfied	20.84	25.76	25.02	25.76	25.56	14.19	9.98
slightly satisfied to extremely satisfied	54.84	48.92	44.25	47.61	50.51	65.47	72.43

Item 16, Attitudes of Community Civilians Toward Air Force

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	38.75	36.28	43.86	45.59	43.70	38.72	24.26
neither satisfied nor dissatisfied	21.68	23.08	21.64	21.86	22.62	20.46	21.19
slightly satisfied to extremely satisfied	39.57	40.64	34.50	32.55	33.68	40.82	54.55

Item 17, Opportunity to Make & Implement New Suggestions

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	23.32	22.22	26.37	25.92	28.62	21.60	14.80
neither satisfied nor dissatisfied	21.78	23.98	23.94	24.58	23.68	20.09	15.58
slightly satisfied to extremely satisfied	54.90	53.80	49.69	49.50	47.70	58.31	69.62

Item 18, Chance to Know When Doing a Good Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	17.34	17.08	18.07	19.03	23.35	19.30	8.88
neither satisfied nor dissatisfied	14.19	14.89	16.09	16.23	15.34	11.68	10.48
slightly satisfied to extremely satisfied	68.47	68.03	65.84	64.7[illegible]	61.31	69.02	80.64

Item 19, Efficiency of Work Time Allocation

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	22.48	18.91	23.91	26.12	25.61	23.22	16.20
neither satisfied nor dissatisfied	20.60	22.87	22.75	22.70	23.14	18.35	14.61
slightly satisfied to extremely satisfied	56.92	58.22	53.34	51.18	51.25	58.43	69.19

Item 20, Opportunity to Meet New People

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	14.45	16.88	18.48	17.04	15.75	12.74	6.41
neither satisfied nor dissatisfied	19.81	16.16	19.38	21.54	23.42	20.62	17.24
slightly satisfied to extremely satisfied	65.74	66.96	62.14	61.42	60.83	66.64	76.35

Item 21, Noise Level of Work Environment

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	40.84	34.16	41.56	45.27	42.99	41.29	36.78
neither satisfied nor dissatisfied	18.59	22.73	22.51	18.22	19.26	17.86	13.18
slightly satisfied to extremely satisfied	40.57	43.11	35.93	36.51	37.75	40.85	50.04

Item 22, Chance to be Responsible for Your Own Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	13.21	11.70	13.96	15.06	14.24	14.62	9.69
neither satisfied nor dissatisfied	16.02	18.67	18.08	19.90	19.34	12.38	8.14
slightly satisfied to extremely satisfied	70.77	69.63	67.96	65.04	66.42	73.00	82.17

Item 23, Chance to Improve the Welfare of Others

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	17.07	15.47	19.21	20.45	19.48	16.60	10.19
neither satisfied nor dissatisfied	36.01	37.08	42.73	41.11	37.78	34.02	24.27
slightly satisfied to extremely satisfied	46.92	47.45	38.06	38.44	42.74	49.38	65.54

Item 24, Your Training in How to Get Technical Info

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	18.54	18.50	19.87	19.97	23.15	20.81	11.17
neither satisfied nor dissatisfied	18.98	20.26	21.81	22.12	21.36	15.35	12.72
slightly satisfied to extremely satisfied	62.48	61.24	58.32	57.91	55.49	63.84	76.11

Item 25, Personal Relationship with Your Supervisor

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	15.50	14.85	15.22	18.26	17.43	17.97	10.08
neither satisfied nor dissatisfied	15.24	15.59	15.61	16.10	18.56	13.40	11.95
slightly satisfied to extremely satisfied	69.26	69.56	69.17	65.64	64.01	68.63	77.97

Item 26, Priority Given to Your Requests for Supplies

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	35.51	31.72	35.76	38.61	39.09	37.01	30.39
neither satisfied nor dissatisfied	20.85	23.98	24.61	21.22	21.90	19.79	15.17
slightly satisfied to extremely satisfied	43.64	44.30	39.63	40.17	39.01	43.20	54.44

Item 27, Demand for Your Job Skills in Civ Job Market

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	41.63	37.11	40.14	45.59	46.05	41.25	38.53
neither satisfied nor dissatisfied	17.03	20.03	18.04	16.89	15.78	15.85	16.38
slightly satisfied to extremely satisfied	41.34	42.86	41.82	37.52	38.17	42.90	45.09

Item 28, Regularity of Your Work Schedule

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	26.48	21.42	27.13	29.02	32.50	26.65	20.71
neither satisfied nor dissatisfied	16.19	18.80	17.76	17.17	17.71	13.90	12.51
slightly satisfied to extremely satisfied	57.33	59.78	55.11	53.81	49.79	59.45	66.78

Item 29, Pace of Your Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	23.56	21.37	23.68	26.23	26.67	23.89	19.03
neither satisfied nor dissatisfied	18.37	18.59	20.26	19.76	20.41	17.02	14.02
slightly satisfied to extremely satisfied	58.07	60.04	56.06	54.01	52.92	59.09	66.95

Item 30, Amount of Red Tape Connected with Your Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	43.76	33.52	39.71	47.52	47.85	44.59	45.51
neither satisfied nor dissatisfied	25.70	31.63	30.69	26.27	26.16	24.39	17.88
slightly satisfied to extremely satisfied	30.54	34.85	29.60	26.21	25.99	31.02	36.61

Item 31, Chance for Meaningful Social Contact in Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	26.34	26.64	28.97	32.41	30.28	25.67	15.13
neither satisfied nor dissatisfied	31.72	29.72	33.48	31.75	33.45	30.92	30.15
slightly satisfied to extremely satisfied	41.94	43.64	37.55	35.84	36.27	43.41	54.72

Item 32, Chance to Try Different Methods on Your Own

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	30.89	32.35	34.34	36.98	35.98	27.42	18.76
neither satisfied nor dissatisfied	20.84	25.77	22.92	21.65	21.16	20.77	15.62
slightly satisfied to extremely satisfied	48.27	41.88	42.74	41.37	42.86	51.81	65.62

Item 33, Chance to Tell Others What to Do

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	16.82	21.60	22.63	18.26	18.01	15.13	7.07
neither satisfied nor dissatisfied	45.67	49.93	47.93	52.99	48.97	42.02	34.08
slightly satisfied to extremely satisfied	37.51	28.47	29.44	28.75	33.02	42.85	58.85

Item 34, Opportunity for Promotions in Your Career Field

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	52.66	40.05	50.45	56.53	53.89	58.42	53.00
neither satisfied nor dissatisfied	16.96	21.77	21.20	19.85	18.77	11.89	9.41
slightly satisfied to extremely satisfied	30.38	38.18	28.35	23.62	27.34	29.69	37.59

Item 35, Amount of Time in Job-Required Communication

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	15.45	15.30	14.47	16.82	16.36	16.82	13.47
neither satisfied nor dissatisfied	40.19	40.86	46.45	45.69	44.27	37.59	27.09
slightly satisfied to extremely satisfied	44.36	43.84	39.08	37.49	39.37	45.59	59.44

Item 36, Control Job Gives You Over Materiel

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	14.71	14.24	14.27	16.09	17.86	15.40	11.06
neither satisfied nor dissatisfied	40.37	38.91	44.19	45.32	42.39	37.92	32.54
slightly satisfied to extremely satisfied	44.92	46.85	41.54	38.59	39.75	46.68	56.40

Item 37, Availability of Useful Self-Help Train Materials

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	22.43	20.08	23.22	23.43	23.84	24.70	19.47
neither satisfied nor dissatisfied	27.89	24.49	28.27	30.64	32.16	23.89	25.26
slightly satisfied to extremely satisfied	49.68	55.43	48.51	45.93	44.00	51.41	55.27

Item 38, Way Your Job Uses Your Abilities

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	36.34	33.82	39.11	42.34	41.66	34.69	25.97
neither satisfied nor dissatisfied	13.03	16.40	14.18	12.88	14.52	12.92	9.17
slightly satisfied to extremely satisfied	50.63	49.78	46.71	44.78	43.82	52.39	64.86

Item 39, Unit Handling of GMT and Aerobics Testing

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	25.20	20.69	24.19	26.98	31.47	26.18	21.23
neither satisfied nor dissatisfied	30.81	34.69	33.33	32.37	31.99	27.23	26.11
slightly satisfied to extremely satisfied	43.99	44.62	42.48	40.65	36.54	46.59	52.66

Item 40, Educational Opportunities in Surrounding Commun

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	15.95	16.22	16.87	19.58	19.28	16.95	8.07
neither satisfied nor dissatisfied	15.72	15.20	17.39	15.26	17.82	14.63	13.85
slightly satisfied to extremely satisfied	68.33	68.58	65.74	65.16	62.90	68.42	78.08

Item 41, Amount of Pride Co-Workers Have in Their Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	37.09	30.39	38.44	42.04	41.81	40.16	28.85
neither satisfied nor dissatisfied	18.32	18.80	20.35	20.55	21.08	16.90	12.22
slightly satisfied to extremely satisfied	44.59	50.81	41.21	37.41	37.11	42.94	58.93

Item 42, Your Control Over Time Spent with Others

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	19.43	19.27	21.92	22.29	24.03	18.43	11.13
neither satisfied nor dissatisfied	32.28	31.68	34.75	36.28	35.50	31.50	24.34
slightly satisfied to extremely satisfied	48.29	49.05	43.33	41.43	40.47	50.07	64.53

Item 43, Amount of Work Space Available

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	23.86	19.06	20.37	25.87	23.67	24.76	27.10
neither satisfied nor dissatisfied	20.14	20.53	24.64	21.50	22.40	19.30	12.72
slightly satisfied to extremely satisfied	56.00	60.41	54.99	52.63	53.93	55.94	60.18

Item 44, Recognition You Receive from Your Family for Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	12.69	13.20	12.84	14.45	14.37	14.01	8.23
neither satisfied nor dissatisfied	35.37	33.83	39.63	40.49	38.24	33.29	26.21
slightly satisfied to extremely satisfied	51.94	52.97	47.53	45.06	47.39	52.70	65.56

Item 45, Chance to Feel Responsible for Total Unit of Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	17.16	16.32	18.88	20.89	19.50	17.99	10.18
neither satisfied nor dissatisfied	25.59	28.57	30.46	29.40	29.26	21.91	15.18
slightly satisfied to extremely satisfied	57.25	55.11	50.66	49.71	51.24	60.10	74.64

Item 46, Security of Your Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	13.09	12.40	14.82	14.43	14.64	14.51	8.40
neither satisfied nor dissatisfied	23.18	23.94	26.18	27.13	30.22	18.23	13.54
slightly satisfied to extremely satisfied	63.73	63.66	59.00	58.44	55.14	67.26	78.06

Item 47, Promptness with which Malfunctions are Handled

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	37.80	38.73	39.63	40.56	40.29	39.69	30.20
neither satisfied nor dissatisfied	18.44	18.26	18.00	18.67	18.29	18.06	18.77
slightly satisfied to extremely satisfied	43.76	43.01	42.37	40.77	41.42	42.25	51.03

Item 48, Your Work Schedule Compared to Typical Civilian

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	30.27	26.23	31.04	32.59	34.85	28.77	26.24
neither satisfied nor dissatisfied	17.89	19.39	18.76	19.62	18.59	15.54	15.17
slightly satisfied to extremely satisfied	51.84	53.98	50.20	47.79	46.56	55.69	58.59

Item 49, Chance to Engage in Physical Activity

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	28.39	27.19	28.87	31.23	32.47	30.03	21.63
neither satisfied nor dissatisfied	28.79	25.88	28.04	28.22	29.83	26.89	31.56
slightly satisfied to extremely satisfied	42.82	46.93	43.09	40.55	37.70	43.08	46.81

Item 50, Travel (PCS) Opportunities in Your Specialty

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	35.30	42.94	41.88	35.64	36.55	29.45	27.24
neither satisfied nor dissatisfied	24.19	23.09	23.45	26.90	27.65	22.47	21.47
slightly satisfied to extremely satisfied	40.51	33.97	34.67	37.46	35.80	48.08	51.29

Item 51, BX and Commissary Facilities at Your Base

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	40.98	32.79	36.71	43.50	42.72	43.38	43.65
neither satisfied nor dissatisfied	12.38	13.85	14.22	13.26	14.13	10.44	8.69
slightly satisfied to extremely satisfied	46.64	53.36	49.07	43.24	43.15	46.18	47.66

Item 52, Your Pay Compared to Able to Make on Outside

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	45.43	50.14	50.89	51.21	51.54	39.86	30.76
neither satisfied nor dissatisfied	16.85	16.37	17.99	18.51	17.92	15.97	14.13
slightly satisfied to extremely satisfied	37.72	33.49	31.12	30.28	30.54	44.17	55.11

Item 53, Amount of Exposure to Unpleasant Chemicals

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	20.27	18.32	23.89	24.47	22.21	18.67	12.16
neither satisfied nor dissatisfied	39.75	40.62	38.21	38.94	41.77	40.14	40.63
slightly satisfied to extremely satisfied	39.98	41.06	37.90	36.59	36.02	41.19	47.21

Item 54, Recognition Your Unit Gives for a Good Perform

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	42.60	32.94	42.78	45.82	51.70	47.44	33.97
neither satisfied nor dissatisfied	17.38	20.35	17.60	19.00	17.44	14.88	15.61
slightly satisfied to extremely satisfied	40.02	46.71	39.62	35.18	30.86	37.68	50.42

Item 55, Chances of Getting Additional Training

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	21.76	19.55	23.34	23.06	23.95	23.92	16.70
neither satisfied nor dissatisfied	34.04	35.88	35.67	38.23	37.12	31.94	26.61
slightly satisfied to extremely satisfied	44.20	44.57	40.99	38.71	38.93	44.14	56.69

Item 56, Fairness with which Your Supervisor Asgns Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	22.66	22.94	25.51	24.37	25.81	23.34	14.73
neither satisfied nor dissatisfied	18.46	16.76	18.70	19.90	19.90	17.65	16.80
slightly satisfied to extremely satisfied	58.88	60.30	55.79	55.73	54.29	59.01	68.47

Item 57, Chance to Work in Different Types of Situation

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	21.35	18.62	21.26	26.70	25.47	22.56	13.75
neither satisfied nor dissatisfied	21.79	24.34	23.14	21.50	25.47	20.72	17.54
slightly satisfied to extremely satisfied	56.86	57.04	55.60	51.80	49.06	56.72	68.71

Item 58, Number of Work Schedule/Personal Plan Interfer

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	41.34	40.05	45.95	47.42	47.46	36.52	28.64
neither satisfied nor dissatisfied	23.52	24.27	22.39	22.46	23.99	22.75	25.63
slightly satisfied to extremely satisfied	35.14	35.68	31.66	30.12	28.55	40.73	45.73

Item 59, Unit Policy for Assgn Additional Duties

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	38.15	34.26	39.01	42.44	42.71	37.25	31.48
neither satisfied nor dissatisfied	26.56	30.16	26.44	26.65	27.96	26.08	24.08
slightly satisfied to extremely satisfied	35.29	35.38	34.55	30.91	29.33	36.67	44.44

Item 60, Cost of Living in Area of Assignment

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	51.94	48.61	48.25	52.19	50.72	55.59	55.35
neither satisfied nor dissatisfied	18.67	24.09	21.83	19.62	19.62	15.27	13.42
slightly satisfied to extremely satisfied	29.39	27.30	29.92	28.19	29.66	29.14	31.23

Item 61, Friendliness of Co-Workers

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	10.35	11.91	10.63	11.54	11.48	11.45	6.30
neither satisfied nor dissatisfied	13.77	10.15	14.98	15.40	15.94	13.54	10.87
slightly satisfied to extremely satisfied	75.88	77.94	74.39	73.06	72.58	75.01	82.83

Item 62, Amount of Interesting Work Performed

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	33.90	33.13	37.51	40.59	38.06	33.95	20.68
neither satisfied nor dissatisfied	15.10	12.90	15.85	15.98	17.11	15.17	12.78
slightly satisfied to extremely satisfied	51.00	53.97	46.64	43.43	44.83	50.88	66.54

Item 63, Challenge Provided by Your Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	31.96	29.36	34.38	37.59	38.14	33.13	20.06
neither satisfied nor dissatisfied	14.19	15.27	15.64	15.06	16.15	12.09	10.90
slightly satisfied to extremely satisfied	53.85	55.37	49.98	47.35	45.71	54.78	69.04

Item 64, Chance to Do Work Not Bothering Conscience

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	12.73	13.52	14.83	15.94	14.15	9.88	7.38
neither satisfied nor dissatisfied	28.04	27.35	28.39	31.22	32.25	26.74	22.34
slightly satisfied to extremely satisfied	59.23	59.13	56.78	52.84	53.60	63.38	70.28

Item 65, Protection Provided by Air Force Life Ins Prog

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	7.81	7.53	7.11	9.48	9.51	6.86	6.03
neither satisfied nor dissatisfied	21.38	22.16	25.10	24.39	27.16	17.11	12.46
slightly satisfied to extremely satisfied	70.81	70.31	67.79	66.13	63.33	76.03	81.51

Item 66, Chance for Promotion Compared to Similar Perf

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	31.50	24.58	30.86	31.58	31.43	38.03	31.59
neither satisfied nor dissatisfied	25.74	29.84	31.97	32.13	27.65	17.62	14.79
slightly satisfied to extremely satisfied	42.76	45.58	37.17	36.29	40.92	44.35	53.62

Item 67, Closeness Which Have to Work with Others

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	7.96	7.04	9.16	7.27	11.92	7.87	4.42
neither satisfied nor dissatisfied	31.75	30.54	33.48	37.44	35.33	31.17	22.59
slightly satisfied to extremely satisfied	60.29	62.42	57.36	55.29	52.75	60.96	72.99

Item 68, Physical Safety on Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	12.07	12.96	14.18	14.35	15.12	11.34	4.94
neither satisfied nor dissatisfied	19.34	18.56	20.43	22.21	22.77	18.48	14.27
slightly satisfied to extremely satisfied	68.59	68.48	65.39	63.44	62.11	70.18	80.79

Item 69, Social Position in the Air Force thru Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	26.19	26.36	30.18	31.10	30.35	26.48	13.98
neither satisfied nor dissatisfied	29.93	26.95	31.09	33.60	31.81	28.80	25.77
slightly satisfied to extremely satisfied	43.88	46.69	38.73	35.30	37.84	44.72	60.25

Item 70, Instructional Methods Used in Your Training

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	24.58	24.40	26.81	26.61	26.87	26.27	17.57
neither satisfied nor dissatisfied	24.10	20.41	23.25	25.40	27.65	23.14	23.32
slightly satisfied to extremely satisfied	51.32	55.19	49.94	47.99	45.48	50.59	59.11

Item 71, Pace of New Developments in Your Field

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	29.73	25.29	31.22	33.62	34.22	31.30	22.06
neither satisfied nor dissatisfied	26.35	28.85	28.89	28.41	29.06	23.60	20.06
slightly satisfied to extremely satisfied	43.92	45.86	39.89	37.97	36.72	45.10	57.88

Item 72, Similarity Between Assignment & Preference

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	37.90	44.15	40.42	37.75	39.27	39.78	30.84
neither satisfied nor dissatisfied	16.47	14.33	19.08	17.76	20.15	14.12	11.85
slightly satisfied to extremely satisfied	45.63	41.52	40.50	44.49	40.58	46.10	57.31

Item 73, Amount of Effort Compared to Co-Workers

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	23.24	19.28	24.38	25.25	22.22	26.98	20.60
neither satisfied nor dissatisfied	22.86	23.00	25.49	24.64	27.13	21.50	15.97
slightly satisfied to extremely satisfied	53.90	57.72	50.13	50.11	50.65	51.52	63.43

Item 74, Importance Attached to Your Job by Co-Workers

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	24.24	21.53	24.30	27.42	26.39	26.45	19.73
neither satisfied nor dissatisfied	26.53	26.25	31.12	29.92	29.58	24.59	17.22
slightly satisfied to extremely satisfied	49.23	52.22	44.58	42.66	44.03	48.96	63.05

Item 75, Chance to Work with Different People if Want

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	28.83	32.39	32.35	33.92	32.26	27.07	16.87
neither satisfied nor dissatisfied	28.25	27.66	28.31	28.22	30.37	28.47	27.17
slightly satisfied to extremely satisfied	42.92	39.95	39.34	37.86	37.37	44.46	55.96

Item 76, Adequacy of Lighting in Immed Work Area

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	15.95	12.48	15.08	15.61	17.82	18.64	15.50
neither satisfied nor dissatisfied	17.61	20.26	18.83	21.84	18.09	15.50	11.82
slightly satisfied to extremely satisfied	66.44	67.26	66.09	62.55	64.09	65.86	72.68

Item 77, Amount of Cooperation Required

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	20.38	15.92	18.65	23.25	22.55	23.20	17.77
neither satisfied nor dissatisfied	21.15	20.65	24.42	23.46	23.51	20.76	14.31
slightly satisfied to extremely satisfied	58.47	63.43	56.93	53.29	53.94	56.04	67.92

Item 78, Feeling of Economic Security in Air Force

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	19.20	20.49	22.54	22.81	22.24	16.72	10.48
neither satisfied nor dissatisfied	17.43	15.96	20.01	22.81	21.38	15.09	8.68
slightly satisfied to extremely satisfied	63.37	63.55	57.45	54.38	56.38	68.19	80.84

Item 79, Status in Civilian Community thru Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	30.28	25.62	33.52	37.96	37.50	28.88	17.07
neither satisfied nor dissatisfied	39.26	36.02	37.30	37.14	37.59	42.23	44.70
slightly satisfied to extremely satisfied	30.46	38.36	29.18	24.90	24.91	28.89	38.23

Item 80, Ability of Supervisor to Make Decisions

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	21.49	15.08	20.00	24.83	25.38	23.89	18.15
neither satisfied nor dissatisfied	14.48	16.40	16.38	13.77	16.78	13.64	11.16
slightly satisfied to extremely satisfied	64.03	68.52	63.62	61.40	57.84	62.47	70.69

Item 81, Flexibility of Your Work Schedule

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	27.54	26.53	30.55	29.84	33.70	25.93	18.89
neither satisfied nor dissatisfied	18.98	19.65	22.63	20.26	18.70	18.60	14.27
slightly satisfied to extremely satisfied	53.48	53.82	46.82	49.90	47.60	55.47	66.84

Item 82, Opportunity to Always Have Something to Do

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	26.07	26.43	30.22	31.42	32.21	24.47	12.76
neither satisfied nor dissatisfied	19.87	19.68	22.50	22.18	20.70	18.50	15.46
slightly satisfied to extremely satisfied	54.06	53.89	47.28	46.40	47.09	57.03	71.78

Item 83, Frequency of Reassignment for Airmen in Spec

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	38.67	43.04	44.89	39.43	39.61	35.15	30.96
neither satisfied nor dissatisfied	27.01	28.11	26.90	29.57	30.54	26.19	22.65
slightly satisfied to extremely satisfied	34.32	28.85	28.21	31.00	29.85	38.66	46.39

Item 84, Facilities Provided by the Base

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	36.94	40.08	38.95	40.97	38.77	34.26	29.65
neither satisfied nor dissatisfied	17.04	16.89	17.69	17.44	19.52	15.91	14.70
slightly satisfied to extremely satisfied	46.02	43.03	43.36	41.59	41.71	49.83	55.65

Item 85, Physical Demands of Your Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	18.73	20.55	21.10	20.05	20.18	18.94	12.90
neither satisfied nor dissatisfied	30.07	28.63	30.39	32.48	34.34	29.24	25.16
slightly satisfied to extremely satisfied	51.20	50.82	48.51	47.47	45.48	51.82	61.94

Item 86, Fringe Benefits Compared to Civilian Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	20.62	16.10	19.55	21.43	25.21	19.81	19.94
neither satisfied nor dissatisfied	19.43	16.98	21.31	21.91	23.58	17.48	14.16
slightly satisfied to extremely satisfied	59.95	66.92	59.14	56.66	51.21	62.71	65.90

Item 87, Cleanliness of Work Environment

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	15.45	14.68	14.56	17.43	18.70	17.63	10.49
neither satisfied nor dissatisfied	17.05	15.86	18.99	19.39	20.34	13.69	12.94
slightly satisfied to extremely satisfied	67.50	69.46	66.45	63.18	60.96	68.68	76.57

Item 88, Chance to Help People

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	14.05	16.46	17.21	16.39	15.90	13.49	6.39
neither satisfied nor dissatisfied	23.59	20.33	25.72	28.30	26.62	21.13	17.70
slightly satisfied to extremely satisfied	62.36	63.21	57.07	55.31	57.48	65.38	75.91

Item 89, Opportunity to Use Up-to-Date Equipment

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	35.29	31.37	33.76	37.72	41.55	39.81	28.80
neither satisfied nor dissatisfied	17.80	16.57	20.57	20.04	17.93	15.28	14.75
slightly satisfied to extremely satisfied	46.91	52.06	45.67	42.24	40.52	44.91	56.45

Item 90, Chance to Receive Civilian Ed. Credit for Tng

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	19.76	17.95	20.36	21.25	23.98	20.04	15.07
neither satisfied nor dissatisfied	18.81	15.28	19.13	19.36	18.90	17.61	20.10
slightly satisfied to extremely satisfied	61.43	66.77	60.51	59.39	57.12	62.35	64.83

Item 91, Chance to Schedule Your Time-Off

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	33.16	31.76	36.12	38.14	38.80	31.38	22.38
neither satisfied nor dissatisfied	17.36	18.09	16.37	16.34	19.19	17.85	17.14
slightly satisfied to extremely satisfied	49.48	50.15	47.51	45.52	42.01	50.77	60.48

Item 92, Amount of Work You Have to Do

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	22.43	2[illegible].88	23.26	24.71	24.05	24.94	17.96
neither satisfied nor dissatisfied	22.13	22.09	24.69	24.64	26.12	19.46	15.32
slightly satisfied to extremely satisfied	55.44	58.03	52.05	50.68	49.83	55.60	66.72

Item 93, Frequency of Overseas or Remote Assignments

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	36.27	35.15	36.39	37.12	37.80	38.16	33.88
neither satisfied nor dissatisfied	28.91	31.46	32.06	30.22	32.65	24.13	23.17
slightly satisfied to extremely satisfied	34.82	33.39	31.55	32.66	29.55	37.71	42.95

Item 94, Know-How of the People You Work With

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	21.50	14.64	20.83	23.29	25.47	22.94	19.67
neither satisfied nor dissatisfied	18.50	18.64	20.18	20.73	22.38	17.61	11.77
slightly satisfied to extremely satisfied	60.00	66.72	58.99	55.98	52.15	59.45	68.56

Item 95, Opportunity to Perform Morally Accept Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	9.36	12.00	11.01	12.23	10.32	7.43	3.92
neither satisfied nor dissatisfied	31.84	28.30	34.00	34.42	37.69	31.94	24.24
slightly satisfied to extremely satisfied	58.80	59.70	54.99	53.35	51.99	60.63	71.84

Item 96, Chance to Be Promoted on Basis of Ability

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	49.22	41.56	51.62	52.43	50.47	52.91	44.59
neither satisfied nor dissatisfied	14.16	17.01	16.02	16.89	16.48	11.54	8.17
slightly satisfied to extremely satisfied	36.62	41.43	32.36	30.68	33.05	35.55	47.24

Item 97, Level of Danger in Your Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	17.61	19.25	20.63	20.71	20.77	15.16	9.44
neither satisfied nor dissatisfied	33.12	30.67	34.67	34.75	35.02	31.48	30.78
slightly satisfied to extremely satisfied	49.27	50.08	44.70	44.54	44.21	53.36	59.78

Item 98, Competence of the Instructors Encountered

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	20.42	18.24	21.36	22.65	24.39	20.32	14.84
neither satisfied nor dissatisfied	20.83	19.14	22.21	22.52	22.94	19.16	17.80
slightly satisfied to extremely satisfied	58.75	62.62	56.43	54.83	52.67	60.52	67.36

Item 99, Amount of Work Time Spent Learning New P & E

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	24.29	24.55	27.75	26.14	28.60	25.37	14.82
neither satisfied nor dissatisfied	26.86	23.82	26.00	30.80	30.15	25.03	23.81
slightly satisfied to extremely satisfied	48.85	51.63	46.25	43.06	41.25	49.60	61.37

Item 100, Chance to Utilize Your Civilian Education

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	33.66	32.98	38.53	40.06	41.55	31.19	18.14
neither satisfied nor dissatisfied	29.67	27.39	27.03	28.24	26.75	29.91	37.00
slightly satisfied to extremely satisfied	36.67	39.63	34.44	31.70	31.70	38.90	44.86

Item 101, Opportunity to Wear Several Hats

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	27.14	27.03	31.67	31.53	32.49	27.95	14.22
neither satisfied nor dissatisfied	40.21	43.43	41.58	40.30	41.59	39.68	36.36
slightly satisfied to extremely satisfied	32.65	29.54	26.75	28.17	25.92	32.37	49.42

Item 102, Adequacy of Info About Unit Policies

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	30.37	27.08	30.67	33.17	31.83	34.38	25.56
neither satisfied nor dissatisfied	25.32	25.45	29.83	27.61	29.25	21.33	17.90
slightly satisfied to extremely satisfied	44.31	47.47	39.50	39.22	38.92	44.29	56.54

Item 103, Distance to Your Home of Record

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	38.83	53.37	45.20	43.11	40.68	34.10	23.04
neither satisfied nor dissatisfied	24.49	15.69	20.34	22.27	24.81	27.24	33.06
slightly satisfied to extremely satisfied	36.68	30.94	34.46	34.62	34.51	38.66	43.90

Item 104, Chance to Work By Yourself When Want

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	25.32	27.54	32.75	28.45	27.21	24.12	12.99
neither satisfied nor dissatisfied	25.05	26.66	24.53	25.49	27.56	22.26	23.94
slightly satisfied to extremely satisfied	49.63	45.80	42.72	46.06	45.23	53.62	63.07

Item 105, Normal Temperature of Work Environment

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	32.83	39.18	35.12	35.71	35.43	30.34	24.56
neither satisfied nor dissatisfied	18.70	16.37	20.38	20.46	19.62	16.74	16.59
slightly satisfied to extremely satisfied	48.47	44.45	44.50	43.83	44.95	52.92	58.85

Item 106, Recognition Co-Workers Give Your Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	22.78	24.56	27.55	26.40	23.68	24.04	12.16
neither satisfied nor dissatisfied	27.87	28.51	28.78	30.40	32.13	26.36	21.76
slightly satisfied to extremely satisfied	49.35	46.93	43.67	43.20	44.19	49.60	66.08

Item 107, Changes of Staying on Active Duty

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	12.90	16.69	14.60	15.30	17.48	11.25	4.42
neither satisfied nor dissatisfied	26.11	30.43	33.22	35.34	31.78	18.68	8.08
slightly satisfied to extremely satisfied	60.99	52.88	52.18	49.36	50.74	70.07	87.50

Item 108, Status Given Military by Civilian Commun

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	41.76	40.88	46.13	48.07	46.97	43.00	27.24
neither satisfied nor dissatisfied	26.38	26.07	25.80	26.44	27.25	27.16	26.02
slightly satisfied to extremely satisfied	31.86	33.05	28.07	25.49	25.78	29.84	46.74

Item 109, Time of Day that You Go To Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	23.35	21.09	25.30	26.14	26.98	23.02	16.93
neither satisfied nor dissatisfied	20.21	19.17	23.37	19.93	23.62	18.84	15.58
slightly satisfied to extremely satisfied	56.44	59.74	51.33	53.93	49.40	58.14	67.49

Item 110, Amount of Leave Time You Are Allowed

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	16.26	23.33	20.96	15.67	17.19	13.43	9.50
neither satisfied nor dissatisfied	14.71	15.81	17.05	15.81	16.59	11.56	11.37
slightly satisfied to extremely satisfied	69.03	60.86	61.09	68.52	66.22	75.01	79.13

Item 111, Way Your Supervisor Handles Subordinates

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	26.30	19.73	25.11	28.85	31.19	29.47	22.11
neither satisfied nor dissatisfied	16.00	17.38	19.17	17.35	15.90	15.09	10.96
slightly satisfied to extremely satisfied	57.70	62.89	55.72	53.80	52.91	55.44	66.93

Item 112, Opportunity to Decide How to Do a Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	22.96	21.35	25.60	27.69	26.35	21.07	14.80
neither satisfied nor dissatisfied	16.64	21.80	20.60	17.81	18.11	15.22	8.82
slightly satisfied to extremely satisfied	60.40	56.85	53.80	54.50	55.54	63.71	76.38

Item 113, Opportunity for Your Family to Travel

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	26.60	27.19	28.51	26.76	28.79	26.37	22.82
neither satisfied nor dissatisfied	28.79	26.30	28.32	32.05	29.14	23.92	29.79
slightly satisfied to extremely satisfied	44.61	46.51	43.17	41.19	42.07	49.71	47.39

Item 114, Convenience of Location of Work Area

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	24.32	23.90	25.17	28.61	26.67	22.93	18.07
neither satisfied nor dissatisfied	24.33	21.41	27.06	25.17	27.80	22.35	20.98
slightly satisfied to extremely satisfied	51.35	54.69	47.77	46.82	45.53	54.72	60.95

Item 115, Extent You Take Blame for Others

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	21.96	22.74	23.25	25.32	25.21	23.97	13.40
neither satisfied nor dissatisfied	40.04	42.10	43.52	41.03	44.49	37.31	33.05
slightly satisfied to extremely satisfied	38.00	35.16	33.23	33.65	30.30	38.72	53.55

Item 116, Import of Job Perform to Welfare of Others

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	10.20	10.97	11.37	12.72	12.34	9.91	4.56
neither satisfied nor dissatisfied	26.01	26.41	27.89	29.25	30.40	24.04	18.53
slightly satisfied to extremely satisfied	63.79	62.62	60.74	58.03	57.26	66.05	76.91

Item 117, Chance to Make Grievances Known

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	25.82	25.18	28.99	28.52	29.86	27.16	16.02
neither satisfied nor dissatisfied	15.97	20.32	18.44	17.97	17.45	12.06	10.92
slightly satisfied to extremely satisfied	58.21	54.50	52.57	53.51	52.69	60.78	73.06

Item 118, Amount of Non-Scheduled Work You Do

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	30.59	26.65	30.47	33.92	34.53	30.76	25.79
neither satisfied nor dissatisfied	26.25	30.93	29.51	28.49	27.48	22.96	19.96
slightly satisfied to extremely satisfied	43.16	42.42	40.02	37.59	37.09	46.28	54.35

Item 119, Leave Policy of Your Unit

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	19.76	20.50	23.88	21.98	23.66	17.85	10.70
neither satisfied nor dissatisfied	20.58	24.78	19.99	21.57	22.80	20.30	17.16
slightly satisfied to extremely satisfied	59.66	54.72	56.13	56.45	53.54	61.85	72.14

Item 120, Size of Your Base

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Mon hs
extremely dissatisfied to slightly dissatisfied	18.07	25.51	21.92	18.92	19.43	15.98	10.00
neither satisfied nor dissatisfied	28.27	21.70	27.98	31.89	32.24	26.91	25.55
slightly satisfied to extremely satisfied	53.66	52.79	50.10	49.19	48.33	57.11	64.45

Item 121, Importance of Your Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	19.98	17.99	22.02	22.67	23.81	21.45	12.39
neither satisfied nor dissatisfied	17.13	17.40	18.84	19.35	20.38	15.83	11.36
slightly satisfied to extremely satisfied	62.89	64.61	59.14	57.98	55.81	62.72	76.25

Item 122, Chance to Do Things Not Again Rt/Wrong

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	11.81	12.40	14.18	14.45	14.02	10.47	5.17
neither satisfied nor dissatisfied	27.97	27.77	30.25	30.94	33.99	25.29	19.84
slightly satisfied to extremely satisfied	60.22	59.83	55.57	54.61	51.99	64.24	74.99

Item 123, Dependence on Others to Get Job Done

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	18.47	16.10	18.55	20.51	20.10	19.69	15.35
neither satisfied nor dissatisfied	29.64	31.31	33.16	32.47	32.87	29.36	20.19
slightly satisfied to extremely satisfied	51.89	52.59	48.29	47.02	47.03	50.95	64.46

Item 124, Pride Your Family Has in Your Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	11.22	10.50	11.52	12.55	15.23	12.13	6.27
neither satisfied nor dissatisfied	34.48	32.99	37.05	41.09	36.71	33.49	25.31
slightly satisfied to extremely satisfied	54.30	56.51	51.43	46.36	48.06	54.38	68.42

Item 125, Similarity Bet Tng and Job Requirements

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	31.25	29.68	36.45	34.21	34.36	30.57	22.25
neither satisfied nor dissatisfied	19.16	19.05	18.65	20.66	23.00	17.59	15.94
slightly satisfied to extremely satisfied	49.59	51.27	44.90	45.13	42.64	51.84	61.81

Item 126, Chance to Use Military Training

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	24.68	22.61	26.69	27.65	29.34	24.00	17.79
neither satisfied nor dissatisfied	26.46	26.58	28.97	28.95	30.03	24.36	20.31
slightly satisfied to extremely satisfied	48.86	50.81	44.34	43.40	40.63	51.64	61.90

Item 127, Feeling of Accompl Get From Your Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	25.57	23.07	26.55	30.84	32.13	24.94	15.92
neither satisfied nor dissatisfied	15.03	18.79	17.73	16.64	16.24	13.23	9.31
slightly satisfied to extremely satisfied	59.40	58.14	55.72	52.52	51.63	61.83	74.77

Item 128, Availability of Info on AF Policies

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	18.41	19.19	20.39	19.57	21.21	19.17	12.18
neither satisfied nor dissatisfied	25.78	27.23	29.02	30.76	28.86	23.76	16.44
slightly satisfied to extremely satisfied	55.81	53.58	50.59	49.67	49.93	57.07	71.38

Item 129, Size of Surrounding Community

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	23.21	26.77	28.30	24.89	24.69	21.03	14.54
neither satisfied nor dissatisfied	25.46	21.00	23.51	27.40	29.43	26.56	24.00
slightly satisfied to extremely satisfied	51.33	52.23	48.19	47.71	45.88	52.41	61.46

Item 130, Chance to Work With Other People

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	11.36	14.24	13.71	12.94	12.83	11.61	4.58
neither satisfied nor dissatisfied	26.58	24.92	27.87	31.19	29.37	26.52	19.88
slightly satisfied to extremely satisfied	62.06	60.84	58.42	55.87	57.80	61.87	75.54

Item 131, Time Pressures of Your Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	27.62	24.55	27.46	29.63	31.09	25.78	25.27
neither satisfied nor dissatisfied	26.97	28.70	30.12	29.37	29.04	27.19	19.23
slightly satisfied to extremely satisfied	45.41	46.75	42.42	41.00	39.87	47.03	55.50

Item 132, Opportunity to Assoc with People Liked

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	14.99	18.41	17.36	18.06	16.60	13.96	7.49
neither satisfied nor dissatisfied	22.23	19.76	22.37	23.52	24.39	22.77	19.72
slightly satisfied to extremely satisfied	62.78	61.83	60.27	58.42	59.01	63.27	72.79

Item 133, Chance to Rec Commun Recog for Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	33.76	33.62	38.04	38.96	37.95	36.39	20.03
neither satisfied nor dissatisfied	45.18	42.37	41.97	44.74	45.87	43.49	50.90
slightly satisfied to extremely satisfied	21.06	24.01	19.99	16.30	16.18	20.12	29.07

Item 134, On-Base Housing

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	37.57	38.09	37.05	37.94	37.70	40.09	35.94
neither satisfied nor dissatisfied	38.12	43.15	46.68	45.32	40.36	29.49	23.92
slightly satisfied to extremely satisfied	24.31	18.76	16.27	16.74	21.94	30.42	40.14

Item 135, Way Supervisor Trains His Men

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	24.95	20.95	23.89	27.80	29.80	28.55	18.93
neither satisfied nor dissatisfied	22.26	17.81	22.93	23.21	23.51	19.70	22.72
slightly satisfied to extremely satisfied	52.79	61.24	53.18	48.99	46.69	51.75	58.55

Item 136, Condition of Tools or Equipment Used

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	35.40	32.78	36.61	36.10	40.42	38.03	26.52
neither satisfied nor dissatisfied	16.55	15.65	16.72	17.52	16.65	15.75	15.86
slightly satisfied to extremely satisfied	48.05	51.57	46.67	43.38	42.93	42.22	57.62

Item 137, Chance to Acquire Valuable Skills

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	30.81	27.46	32.53	35.52	36.51	30.14	22.52
neither satisfied nor dissatisfied	19.27	18.66	19.34	19.23	19.76	18.69	19.13
slightly satisfied to extremely satisfied	49.92	53.88	48.13	45.26	43.73	51.17	58.35

Item 138, Number of Hours You Work Per Wk

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	20.58	19.23	21.00	22.85	25.28	18.04	16.49
neither satisfied nor dissatisfied	18.73	17.60	21.65	19.88	21.22	16.65	14.12
slightly satisfied to extremely satisfied	60.69	63.17	57.35	57.27	53.50	65.31	69.39

Item 139, Assignment Possibilities in Your AFS

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	31.56	30.55	32.55	31.68	34.67	31.62	28.56
neither satisfied nor dissatisfied	21.98	22.20	23.43	25.73	24.51	18.55	16.94
slightly satisfied to extremely satisfied	46.46	47.25	44.02	42.59	40.82	49.83	54.50

Item 140, Weather at Your Base

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	35.59	40.71	40.18	38.66	36.89	32.04	26.59
neither satisfied nor dissatisfied	19.24	15.60	20.54	19.23	21.03	18.60	18.54
slightly satisfied to extremely satisfied	45.17	43.69	39.28	42.11	42.08	49.36	54.87

Item 141, Chance to Work at Own Pace

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	19.08	18.35	20.11	21.42	21.70	19.69	13.51
neither satisfied nor dissatisfied	21.47	21.19	24.98	21.42	24.46	20.86	16.15
slightly satisfied to extremely satisfied	59.45	60.46	54.91	57.16	53.84	59.45	70.34

Item 142, Additional Duties Assoc With Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	30.47	25.14	32.44	33.78	34.56	30.84	24.56
neither satisfied nor dissatisfied	26.46	28.27	28.57	27.28	28.62	25.49	21.29
slightly satisfied to extremely satisfied	43.07	46.59	38.99	38.94	36.82	43.67	54.15

Item 143, Quality of Medical Care in Air Force

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	35.99	24.59	31.77	38.98	40.53	39.55	37.34
neither satisfied nor dissatisfied	12.08	13.33	13.55	14.12	12.74	10.38	8.58
slightly satisfied to extremely satisfied	51.93	62.08	54.68	46.90	46.73	50.07	54.08

Item 144, Physical Appearance of Work Area

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	16.56	12.77	14.36	16.90	18.19	17.48	18.40
neither satisfied nor dissatisfied	21.60	20.21	23.26	25.49	25.84	19.93	14.62
slightly satisfied to extremely satisfied	61.84	67.02	62.38	57.61	55.97	62.59	66.98

Item 145, Praise Get From Supervisor

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	26.17	22.58	28.16	29.47	30.26	30.04	16.92
neither satisfied nor dissatisfied	23.51	24.37	24.55	23.17	26.40	19.84	22.07
slightly satisfied to extremely satisfied	50.32	53.05	47.29	47.36	43.34	50.12	61.01

Item 146, Chance to Feel You Perform Service

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	21.49	19.97	23.93	27.70	24.41	22.52	11.01
neither satisfied nor dissatisfied	23.06	23.25	26.84	25.40	26.92	18.79	16.30
slightly satisfied to extremely satisfied	55.45	56.78	49.23	46.90	48.67	58.69	72.69

Item 147, Training Receive to Perform Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	25.78	25.59	26.32	26.88	28.59	23.85	23.23
neither satisfied nor dissatisfied	17.44	17.66	19.15	19.35	18.60	17.27	12.74
slightly satisfied to extremely satisfied	56.78	56.75	54.53	53.77	52.81	58.88	64.03

Item 148, Avail of Necessary Materiel

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	36.00	30.88	34.50	39.45	41.53	36.98	31.93
neither satisfied nor dissatisfied	17.74	19.34	20.30	18.30	17.63	16.92	14.19
slightly satisfied to extremely satisfied	46.26	49.78	45.20	42.25	40.84	46.10	53.88

Item 149, Chance to Perform Variety of Tasks

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	21.45	20.05	23.29	24.62	26.07	22.15	13.28
neither satisfied nor dissatisfied	24.52	26.89	26.74	25.78	27.80	21.81	19.15
slightly satisfied to extremely satisfied	54.03	53.06	49.97	49.60	46.13	56.04	67.57

Item 150, Frequency of Slack Periods on Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	24.61	21.77	26.74	26.94	27.95	23.39	19.70
neither satisfied nor dissatisfied	26.80	25.48	26.04	25.79	29.24	27.71	26.68
slightly satisfied to extremely satisfied	48.59	52.75	47.22	47.27	42.81	48.90	53.62

Item 151, Travel (TDY) Opportunities

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	40.66	41.98	45.53	45.07	43.59	38.16	30.46
neither satisfied nor dissatisfied	24.52	21.51	21.09	22.06	26.48	26.33	29.24
slightly satisfied to extremely satisfied	34.82	36.51	33.38	32.87	29.93	35.51	40.30

Item 152, Spirit of Teamwork Among Co-Workers

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	33.18	31.60	35.55	38.42	38.07	34.26	22.25
neither satisfied nor dissatisfied	17.37	16.91	18.88	18.46	19.98	17.60	12.99
slightly satisfied to extremely satisfied	49.45	51.49	45.67	43.12	41.95	48.14	64.76

Item 153, Chance to Avoid Religious Violations

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	9.53	10.40	13.02	11.67	10.67	7.24	3.85
neither satisfied nor dissatisfied	42.82	41.75	43.16	45.69	46.38	42.87	37.32
slightly satisfied to extremely satisfied	47.65	47.85	43.82	42.64	42.95	49.89	58.83

Item 154, Retirement Income You Would Receive

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	25.58	18.49	22.65	24.65	27.84	27.37	29.96
neither satisfied nor dissatisfied	25.82	28.57	30.60	33.79	33.88	20.33	8.92
slightly satisfied to extremely satisfied	48.60	52.94	46.75	41.56	38.28	52.30	61.12

Item 155, Weighted Airman Promotion System

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	32.68	22.64	27.84	33.62	41.20	42.44	29.16
neither satisfied nor dissatisfied	24.19	36.47	34.88	30.18	21.03	13.02	10.90
slightly satisfied to extremely satisfied	43.13	40.89	37.28	36.20	37.77	44.54	59.94

Item 156, Adequacy of Tng for Emergency Sits

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	19.30	21.03	22.81	21.63	21.98	19.18	10.84
neither satisfied nor dissatisfied	21.28	22.37	24.17	22.52	22.67	20.58	16.04
slightly satisfied to extremely satisfied	59.42	56.60	53.02	55.85	55.35	60.24	73.12

Item 157, Technical Competence of Supervisor

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	16.37	13.75	15.37	18.01	20.03	17.81	13.51
neither satisfied nor dissatisfied	15.97	16.57	17.78	17.34	17.52	14.30	11.65
slightly satisfied to extremely satisfied	67.66	69.68	66.85	64.65	62.45	67.89	74.84

Item 158, Opportunity for Self-Improvement Educ

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	11.38	13.11	14.04	14.02	13.76	8.77	4.68
neither satisfied nor dissatisfied	14.53	16.10	16.84	14.84	18.24	13.80	8.41
slightly satisfied to extremely satisfied	74.09	70.79	69.12	71.14	68.00	77.43	86.91

Item 159, Chance to Socialize with Diff People

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	15.37	19.88	17.47	19.14	16.16	15.55	7.00
neither satisfied nor dissatisfied	22.79	17.95	23.20	24.71	26.48	21.17	21.08
slightly satisfied to extremely satisfied	61.84	62.17	59.33	56.15	57.36	63.28	71.92

Item 160, Amount of Responsibility for Materiel

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	11.91	11.77	13.87	11.92	14.22	13.08	7.40
neither satisfied nor dissatisfied	34.79	33.68	37.74	38.08	37.41	32.83	28.54
slightly satisfied to extremely satisfied	53.30	54.55	48.39	51.00	48.37	54.09	64.06

Item 161, Feelings Get from Wearing AF Uniform

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	21.02	18.27	23.69	28.95	30.34	18.45	6.60
neither satisfied nor dissatisfied	24.73	23.92	27.76	27.53	26.72	23.71	18.09
slightly satisfied to extremely satisfied	54.25	57.81	48.55	43.62	42.94	57.84	75.31

Item 162, Chance to Know Where Stand with Super

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	18.77	15.87	19.57	20.17	20.57	21.52	14.78
neither satisfied nor dissatisfied	18.15	18.99	19.96	19.50	23.16	14.38	12.47
slightly satisfied to extremely satisfied	63.08	65.14	60.47	60.33	56.27	64.10	72.75

Item 163, Extent Tools & Eq Are Shared by Co-Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	12.57	11.57	14.44	14.47	14.60	12.73	7.39
neither satisfied nor dissatisfied	29.48	29.23	29.08	30.80	31.63	27.34	28.41
slightly satisfied to extremely satisfied	57.95	59.20	56.48	54.73	53.77	59.93	64.20

Item 164, Chance to Prepare to Return to Civ Life

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	29.99	22.51	28.45	33.94	36.70	28.05	27.15
neither satisfied nor dissatisfied	25.12	27.70	29.03	25.24	25.90	23.47	20.46
slightly satisfied to extremely satisfied	44.89	49.79	42.52	40.82	37.40	48.48	52.39

Item 165, Opportunity to Move Around on Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	24.46	25.81	26.49	28.11	28.43	23.74	15.89
neither satisfied nor dissatisfied	24.24	23.44	23.83	25.81	28.35	21.99	21.36
slightly satisfied to extremely satisfied	51.30	50.75	49.68	46.08	43.22	54.27	62.75

Item 166, Amount of Paperwork Req on Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	36.57	23.99	30.93	36.94	39.07	36.98	45.36
neither satisfied nor dissatisfied	23.18	28.17	27.32	25.22	27.02	20.89	13.13
slightly satisfied to extremely satisfied	40.25	47.84	41.75	37.84	33.91	42.13	41.51

Item 167, Extent Those Work with Share the Load

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	27.97	25.67	28.87	31.19	30.35	31.57	21.11
neither satisfied nor dissatisfied	18.65	17.76	21.32	21.83	21.16	14.85	13.61
slightly satisfied to extremely satisfied	53.38	56.57	49.81	46.98	48.49	53.58	65.28

Item 168, Amount of Dirty Hand Work You Do

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	21.36	25.00	23.67	25.55	24.63	21.10	10.83
neither satisfied nor dissatisfied	30.20	28.99	30.54	30.78	31.89	30.25	28.90
slightly satisfied to extremely satisfied	48.44	46.01	45.79	43.67	43.48	48.65	60.27

Item 169, Amount of Required Tele Communication

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	12.70	9.03	9.45	12.17	14.43	13.78	15.74
neither satisfied nor dissatisfied	37.06	40.30	40.87	41.74	42.35	34.46	24.94
slightly satisfied to extremely satisfied	50.24	50.67	49.68	46.09	43.22	51.76	59.32

Item 170, Control Your Job Gives You Over People

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	13.39	13.33	14.17	14.37	14.87	15.42	8.95
neither satisfied nor dissatisfied	43.70	47.11	48.83	48.81	48.79	37.27	32.09
slightly satisfied to extremely satisfied	42.91	39.56	37.00	36.82	36.34	47.31	58.96

Item 171, Way Your Super Evaluates Your Work

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	20.12	18.22	21.41	22.14	24.07	21.75	13.65
neither satisfied nor dissatisfied	21.50	23.56	22.26	23.77	25.37	17.89	16.36
slightly satisfied to extremely satisfied	58.38	58.22	56.33	54.09	50.56	60.36	69.99

Item 172, Opportun to Vary Work Methods

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	23.33	20.88	25.84	26.78	27.63	23.41	15.47
neither satisfied nor dissatisfied	25.31	29.63	28.64	28.96	27.12	22.25	16.96
slightly satisfied to extremely satisfied	51.36	49.49	45.52	44.26	45.25	54.34	67.57

Item 173, Consideration Given You By Air Force

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	45.13	41.60	49.35	52.60	52.45	42.59	31.74
neither satisfied nor dissatisfied	18.06	20.50	18.77	19.70	16.71	19.60	14.74
slightly satisfied to extremely satisfied	36.81	37.90	31.88	27.70	30.84	37.81	53.52

Item 174, Recreational Opportun in Surrounding Commun

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	29.44	35.25	34.55	31.10	34.02	26.51	18.40
neither satisfied nor dissatisfied	17.90	16.74	19.04	18.26	18.56	16.86	16.92
slightly satisfied to extremely satisfied	52.66	48.01	46.41	50.64	47.42	56.63	64.68

Item 175, Amount of Competition Amoung Co-Workers

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	16.86	16.59	19.16	17.35	19.41	17.59	11.70
neither satisfied nor dissatisfied	38.48	39.26	40.68	43.66	42.45	37.64	28.62
slightly satisfied to extremely satisfied	44.66	44.15	40.16	38.99	38.14	44.77	59.68

Item 176, Cost of TDY Versus Payment Received

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	38.79	24.47	30.10	33.17	34.71	45.72	58.11
neither satisfied nor dissatisfied	39.65	53.45	48.10	43.89	44.50	31.42	22.49
slightly satisfied to extremely satisfied	21.56	22.08	21.80	22.94	20.79	22.86	19.40

Item 177, Amount of Time Work in Extreme Temp

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	31.36	33.62	35.63	34.45	35.28	30.77	20.54
neither satisfied nor dissatisfied	28.71	29.18	27.71	28.25	29.95	28.92	28.72
slightly satisfied to extremely satisfied	39.93	37.20	36.66	37.30	34.77	40.31	50.74

Item 178, Knowledge of AF Promotion System

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	19.99	27.03	27.96	23.29	18.47	12.89	10.16
neither satisfied nor dissatisfied	24.60	28.06	29.79	30.33	29.47	18.47	12.10
slightly satisfied to extremely satisfied	55.41	44.91	42.25	46.38	52.06	68.64	77.74

Item 179, Safety Program in Your Unit

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	9.85	9.30	12.34	10.16	10.88	10.13	6.13
neither satisfied nor dissatisfied	26.11	27.62	27.63	30.78	30.57	23.78	17.31
slightly satisfied to extremely satisfied	64.04	63.08	60.03	59.06	58.55	66.09	76.56

Item 180, Your Organizations OJT Program

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	20.39	23.48	24.43	20.94	22.87	20.42	12.68
neither satisfied nor dissatisfied	23.72	18.32	22.23	27.25	28.68	23.34	20.48
slightly satisfied to extremely satisfied	55.89	58.20	53.34	51.81	48.45	56.24	66.84

181, Concern Supervisor Shows for Subs

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	20.72	16.34	20.67	23.74	23.52	23.16	15.85
neither satisfied nor dissatisfied	15.21	15.16	17.04	16.24	18.51	13.50	10.76
slightly satisfied to extremely satisfied	64.07	68.50	62.29	60.02	57.97	63.34	73.39

182, Extent Military Pay Covers Living Exp

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	51.25	51.85	54.01	52.32	53.48	51.11	45.79
neither satisfied nor dissatisfied	10.75	13.04	12.61	11.61	11.37	8.44	7.89
slightly satisfied to extremely satisfied	38.00	35.11	33.38	36.07	35.15	40.45	46.32

Item 183, Living and Working Conditions on TDY

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	25.40	12.83	18.62	21.29	25.02	30.76	38.56
neither satisfied nor dissatisfied	50.42	67.01	60.54	55.44	52.13	42.57	32.13
slightly satisfied to extremely satisfied	24.18	20.16	20.84	23.27	22.85	26.67	29.31

Item 184, Amount of Authorized Time Off to Eat

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	23.38	22.81	28.78	25.28	28.00	21.75	13.22
neither satisfied nor dissatisfied	21.10	19.70	20.18	19.99	22.30	21.52	22.24
slightly satisfied to extremely satisfied	55.52	57.49	51.04	54.73	49.70	56.73	64.54

Item 185, On & Off Base Transportation Facilities

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	40.99	40.05	42.08	39.78	41.55	40.86	41.20
neither satisfied nor dissatisfied	28.24	28.34	29.41	30.14	29.05	25.88	25.98
slightly satisfied to extremely satisfied	30.77	31.61	28.51	30.08	29.40	33.26	32.82

Item 186, Opportunity to Sleep During 24 Hr Day

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	15.47	16.34	18.11	16.71	18.76	13.20	9.10
neither satisfied nor dissatisfied	19.06	18.85	19.68	20.97	20.94	17.64	16.15
slightly satisfied to extremely satisfied	65.47	64.81	62.21	62.32	60.30	69.16	74.75

Item 187, Quality of Housing Living In

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	40.25	45.46	43.44	43.71	42.49	37.33	31.25
neither satisfied nor dissatisfied	14.05	13.37	15.26	16.12	15.09	12.95	10.65
slightly satisfied to extremely satisfied	45.70	41.17	41.30	40.17	42.42	49.72	58.10

Item 188, Quality & Avail of Food at Base

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	42.03	48.56	49.05	48.00	45.14	36.95	26.98
neither satisfied nor dissatisfied	16.31	15.88	16.50	16.07	16.20	15.09	17.26
slightly satisfied to extremely satisfied	41.66	35.76	34.45	35.93	38.66	47.96	55.76

Item 189, Opportunity for Off-Duty Job

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	31.08	34.76	32.51	34.66	34.48	31.14	21.50
neither satisfied nor dissatisfied	27.98	25.11	28.69	26.73	26.62	26.23	31.77
slightly satisfied to extremely satisfied	40.94	40.13	38.80	38.61	38.90	42.63	46.73

Item 190, Your Work Schedule

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	24.09	22.79	26.58	25.79	29.17	22.50	17.54
neither satisfied nor dissatisfied	16.34	17.32	18.52	17.45	18.21	15.83	11.33
slightly satisfied to extremely satisfied	59.57	59.89	54.90	56.76	52.62	61.67	71.13

Item 191, Power You Have Over Others

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	10.90	27.50	15.96	12.55	14.09	11.91	7.93
neither satisfied nor dissatisfied	36.12	32.50	47.06	43.96	41.61	37.12	31.92
slightly satisfied to extremely satisfied	52.98	40.00	36.98	43.48	44.30	50.97	60.15

Item 192, Number of People Supervised

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	15.45	20.00	14.99	20.58	16.72	17.54	13.00
neither satisfied nor dissatisfied	23.03	31.43	48.60	29.41	30.66	23.68	16.64
slightly satisfied to extremely satisfied	61.52	48.57	36.45	50.01	52.62	58.78	70.36

Item 193, Chance to Show Supervisory Ability

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	13.20	17.64	18.09	17.67	16.72	16.20	9.57
neither satisfied nor dissatisfied	16.88	32.35	29.52	23.23	25.09	17.32	11.85
slightly satisfied to extremely satisfied	69.92	50.01	52.39	59.10	58.19	66.48	78.58

Item 194, Extent Job Requires Rules Enforcement

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	14.46	11.76	11.65	14.72	16.66	17.46	12.90
neither satisfied nor dissatisfied	19.63	35.29	33.01	26.40	26.04	20.00	15.00
slightly satisfied to extremely satisfied	65.91	52.95	55.34	58.88	57.30	62.54	72.10

Item 195, Way Others Respect Your Authority

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	20.97	28.57	21.15	24.61	32.15	25.41	15.39
neither satisfied nor dissatisfied	16.85	25.71	33.65	27.18	20.85	18.99	11.27
slightly satisfied to extremely satisfied	62.18	45.72	45.20	48.21	47.00	55.60	73.34

Item 196, Chance to Give Orders

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	7.55	14.70	14.00	11.22	8.83	9.97	4.73
neither satisfied nor dissatisfied	39.44	38.24	53.00	47.45	51.24	43.49	32.30
slightly satisfied to extremely satisfied	53.01	47.06	33.00	41.33	39.93	46.54	62.97

Item 197, Chance to Take Control & Run Things

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	12.24	14.28	11.00	12.37	15.62	15.16	10.77
neither satisfied nor dissatisfied	23.10	37.14	39.00	30.93	29.17	24.72	17.45
slightly satisfied to extremely satisfied	64.66	48.58	50.00	56.70	55.21	60.12	72.28

Item 198, Chance to Give Info & Advice

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	5.55	14.70	6.66	7.14	8.18	6.92	3.56
neither satisfied nor dissatisfied	15.26	26.47	39.05	20.41	18.15	16.07	10.50
slightly satisfied to extremely satisfied	79.19	58.83	54.29	72.45	73.67	77.01	85.94

Item 199, Amount of Paperwork as Supervisor

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	32.17	18.18	16.66	22.75	25.26	27.29	38.84
neither satisfied nor dissatisfied	21.40	36.36	47.06	34.39	34.74	21.45	12.89
slightly satisfied to extremely satisfied	46.43	45.46	36.28	42.86	40.00	51.26	48.27

Item 200, Amount of Counseling Required as Super

SATISFACTION RATING	Total Sample	1-12 Months	13-24 Months	25-36 Months	37-48 Months	49-96 Months	More than 96 Months
extremely dissatisfied to slightly dissatisfied	14.18	15.62	8.24	10.93	17.25	13.20	14.74
neither satisfied nor dissatisfied	27.56	28.12	44.33	41.14	36.62	29.49	20.42
slightly satisfied to extremely satisfied	58.26	56.26	47.43	47.93	46.13	57.31	64.84

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